



EMPLOYEE BENEFITS

Teton County, Idaho: January 2009

Employees working 30 hours or more per week receive an excellent benefit package. Insurance benefits start on the first day of the month following 30 days of employment. Paid Time Off and Long Term Illness benefits begin accruing at the start of the first pay period after four full weeks of work. For all benefits, a “day” is defined as 1/5 of the hours worked during a typical week, with a maximum of 8 hours. Teton County benefits currently include:

11 Paid Holidays*. New Year’s Day, Martin Luther King Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Day. (**When Christmas Eve falls on a weekday, non-essential offices will close at 1 pm and all employees will receive an additional Christmas Eve half-day Holiday.*)

***Regence Blue Shield Medical Insurance.** Teton County pays 90% of the premium for employee medical insurance and 40% of the premium for employee dependent medical insurance. The County’s medical plan carries a \$500 deductible (\$1,000 per family). For services received from in-network providers, and after the deductible is met, Regence pays 80% of covered expenses up to \$3,000 when coverage increases to 100%. The plan includes prescription and maternity benefits, and a \$200 wellness benefit.

***Met-Life Dental Insurance.** Teton County pays 100% of the premium for employee dental insurance. This insurance will pay 100% of the cost of semi-annual preventive dental visits, including x-rays, teeth polishing and fluoride; 80% of basic dental services such as root canal treatment, periodontics, periodontal maintenance, relining of dentures; 50% of major dental services such as crowns, inlays and onlays. There is no deductible for preventive dental visits and a \$50 deductible for “basic” and “major” dental services. The family deductible is \$150. The annual maximum benefit is \$1,000.

Hartford Life Insurance. Teton County pays 100% of the premium for \$20,000 worth of Life Insurance/Accidental Death or Dismemberment Insurance for every qualified employee. Employees wishing additional life insurance coverage for themselves and/or their spouse and children may purchase a reasonably-priced Supplemental Plan.

Retirement. Teton County employees belong to PERSI (Public Employees Retirement System of Idaho). PERSI is funded through a combination of employee and employer contributions as specified by the state. Employees contribute 6.23% of their gross salary while Teton County contributes 10.39%. (Sheriff’s deputies contribute 7.65% while Teton County contributes 10.73%.) This means that for every \$100 in gross salary, an employee receives an additional \$10.39 worth of retirement benefits (\$10.73 for sheriff’s deputies). Employees become fully vested in PERSI after 5 years.

Paid Time Off (PTO). Employees who have worked for the county for up to 5 years receive 13 days of PTO each year. Employees who have worked for the county more than 5 years receive 17 days of PTO each year and those with over 10 years of service receive 21 days PTO.

Long Term Illness (LTI). Employees who have worked for the county for up to 5 years receive 3 days of LTI each year. Employees who have worked for the county more than 5 years receive 5 days of LTI each year and those with over 10 years of service receive 7 days LTI. LTI may be used after an injury or illness (to an employee or a member of the employee’s immediate family) causes the employee to miss more than 2 days of work. LTI hours may also be used for bereavement.

**Employees not wishing to take advantage of the County’s medical and/or dental insurance benefits may set up a Medical Savings Account (MSA). Every month, an amount equal to one-half of what the county would have spent for the employee’s medical and/or dental insurance coverage is deposited into the employee’s MSA. The employee may spend funds from their MSA to pay for individual insurance premiums, medical co-payments, and medical/dental treatments not covered by insurance.*