



## EMPLOYEE BENEFITS

Teton County, Idaho: January 2018

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 Sick Leave benefits begin accruing at the start of the first full pay period. For all benefits, a “day” is defined as 1/5 of the hours worked during a typical week, with a maximum of 8 hours. Benefits include:

**11 (12) 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, Christmas Eve Day (when the 24th is Monday-Friday).

**Regence Blue Shield Medical Insurance.** Teton County pays 95% of the premium for employee medical insurance and 57% of the premium for dependent medical insurance. The County’s medical plan carries a \$1,000 deductible (\$3,000 per family). After the deductible is met, the County and Regence will pay 70% of services received from in-network providers until an individual reaches \$2,550 in out-of-pocket expenses, or a family reaches \$7,650 in out-of-pocket expenses. After the out-of-pocket amount is met, the County and Regence pay 100%. The plan includes prescription, maternity, and 100% upfront coverage for services coded by Providers as wellness or preventive, which are accepted as such under County Plan.

**Life Map Dental Insurance.** Teton County pays 50% of the premium for employee dental insurance. This insurance pays 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. There is also a \$1,500 Orthodontia benefit for children under age 19. Please be aware there is 12 month waiting period from initial enrollment on Orthodontia.

**Life Map 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 can increase this amount to \$50,000 for \$6.90 per month. 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 employee and employer contributions. Employees contribute 6.79% of their gross salary while Teton County contributes 11.32%. (Sheriff’s deputies contribute 8.36% while Teton County contributes 11.66%.) This means that for every \$100 in gross salary, an employee receives an additional \$11.32 worth of retirement benefits (\$11.66 for sheriff’s deputies). Employees become fully vested in PERSI after 5 years. Employees may also save for retirement through PERSI Choice 401K Plan and/or Idaho’s 457 Deferred Compensation Plan.

**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.

**Sick Leave.** Employees receive 3 days of Sick Leave at the start of their employment and then accrue Sick Leave at the rate of 3 days per year. After 5 years, the accrual rate increases to 5 days per year. Employees with at least 120 hours of accrued Sick Leave may choose to accrue additional PTO hours at the Sick Leave rate, rather than continuing to accrue Sick Leave hours.

**Flexible Spending Accounts.** Employees may enroll in a FSA in order to pay for qualified medical expenses and work-related dependent care expenses with before-tax dollars that have been deducted from an employee’s pay.

**AFLAC.** The County enables the purchase of AFLAC insurances by employees.