



# Valley County Benefits at a Glance

Benefit	Eligibility	Description	
<b>PERSI Retirement</b>	Any employee working 20 hours or more per week.	State mandated Plan. Employees contribute 7.16% of salary (Sheriff and Jail departments contribute 8.81% of salary). Valley County contributes 11.94% of salary (Sheriff and Jail departments contribution is 12.28% of salary). Pays you when you retire from the County. 100% vested in your contribution. Must wait 5 years to be vested in County's contribution.	
<b>PERSI Choice 401(k)</b>	Any employee working 20 hours or more per week.	Optional retirement plan where you can put money away for retirement prior to paying Federal and State taxes. You choose where you want your money invested from a list of PERSI chosen investments. 100% vested in the money in your fund.	
<b>Nationwide 457 deferred compensation plan</b>	All full time employees (20 or more hours per week)	In conjunction with PERSI, it is an optional retirement plan where you can put money aside for retirement. You choose where money is invested. 100% vested in your contributions.	
<b>Gem Plan Medical Insurance</b>	All full time employees (30 or more hours per week)	Administered through Blue Cross of Idaho. \$500 deductible. \$500 wellness benefit. No Co-pay after deductible is met. Prescription Benefit: \$10 co pay for generic, \$30 co pay for Formulary, \$50 co pay for non-formulary.	
<b>Monthly Medical Insurance Premiums</b>		Employee only: Employee + spouse: Employee + 1 child: Employee + 2 or more children: Family with 1 child: Family with 2 or more children:	\$ 0.00 \$ 268.12 \$ 58.06 \$ 243.24 \$ 326.18 \$ 486.46
<b>Gem Plan Dental Insurance</b>	All full time employees (30 or more hours per week)	Administered through Blue Cross of Idaho. Preventative care is paid 100%, basic services paid at 80%, and major dental services paid at 50%. \$1,000 lifetime orthodontic benefit for children under 19. \$1,250 per participant annual maximum.	
<b>Monthly Dental Insurance Premiums</b>		Employee only: Employee + spouse: Employee + 1 child: Employee + 2 or more children: Family with 1 child: Family with 2 or more children:	\$ 0.00 \$16.43 \$16.43 \$34.14 \$32.87 \$34.14
<b>Gem Plan Vision Insurance</b>	All full time employees (30 or more hours per week)	Administered by Vision Service Plan. \$0 for eye exam, \$25 co-pay on frame and lenses at participating providers up to allowance. See Gem Plan Booklet for specific details.	

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<b>Monthly Vision Insurance Premiums</b>		Employee only: \$ 0.00 Employee + spouse: \$ 1.68 Employee + 1 child: \$ 1.68 Employee + 2 or more children: \$ 5.98 Family with 1 child: \$ 5.98 Family with 2 or more children: \$ 5.98
<b>Flexible Spending Accounts</b>	All full time employees (30 or more hours per week)	Administered through MBA Administrators. Allows you to set aside money pre-tax for medical or dependent care expenses. It is great for things such as eye glasses, contact lenses, health deductibles, and dental.
<b>Employee Assistance Program</b>	All full time employees (30 or more hours per week)	Administered through Rocky Mountain EAP. Helps employees by offering referrals for things such as family caregiving, convenience services, legal, and financial services. In addition, Rocky Mountain EAP provides counseling services.
<b>Gem Plan Life Insurance</b>	All full time employees	\$10,000 Policy that includes accident and a seat belt rider. Valley County pays 100% of the Premium.
<b>Idaho NCPERS Plan</b>	All full time employees	Offered through NCPERS. Provides Voluntary Life, Accidental Death & Dismemberment, and Dependent Term Life.
<b>AFLAC</b>	All full time employees	AFLAC provides voluntary life, accident, cancer, disability, life, critical illness, and hospital confinement insurance.
<b>Vacation</b>	All regular employees working 20 or more hours per week.	0 – 4 years .....6.67 hours per month 5 - 9 years.....10 hours per month 10 – 14 years ..... 12.5 hours per month Over 15 years ..... 13.34 hours per month Benefits are prorated for those working less than 30
<b>Sick</b>	All regular employees working 20 or more hours per week.	Accrued at 8 hours per month, with a maximum of 720 hours. Benefits are prorated for those working less than 30
<b>Holiday Pay</b>	All regular employees working 20 or more hours per week.	New Years, Martin Luther King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day. Benefits are prorated for those working less than 30
<b>Bereavement</b>	All regular employees	Up to 40 hours.