



## CANYON COUNTY BENEFIT HIGHLIGHTS

Employment with Canyon County provides an array of benefits at no or little cost to employees and eligible family members. All employees scheduled to work 30+ hours per week receive full benefit coverage the first day of the month following 30 days of employment. Below are some highlights of the coverage and applicable associated costs.

### MEDICAL BENEFITS

[Blue Cross of Idaho](#) is the network provider for Canyon County's self-funded medical benefit plan. The plan features \$25 co-pays. Deductibles are \$2,000 for single coverage, and \$4,000 for family, when using in-network providers. The annual out of pocket maximum expenses is equal to your plan deductible.

#### Bi-Monthly Medical Premiums

Covered Members	Cost to Employee
Employee Only	\$0
Employee + Spouse	\$120
Employee + 1 Child	\$26
Employee + 2 or more children	\$54
Family	\$178

Plan participants receive a county funded **Health Reimbursement Account (HRA)** contribution to help cover the cost of co-pays and the deductible. The annual contribution ranges from \$400 to \$800 based on the number of dependents on your plan. First year employees receive a pro-rated HRA contribution. Unused HRA funds roll over up to the maximum equal to your plan deductible.

### VISION COVERAGE

Vision coverage is included when medical coverage is elected with no cost to the employee or their family.

[Vision Service Provider \(VSP\)](#) is the plan administrator.

### DENTAL COVERAGE

Choose between Delta Dental or Willamette

[Delta Dental](#) Employees are responsible for deductible and co-pays and may use the provider of their choice within a network of providers.

#### Delta Dental Monthly Premiums

Coverage Type	Employee Cost
Employee Only	\$0
Employee + 1	\$0
Employee + 2/more	\$0

[Willamette Dental Coverage](#) Employees have no deductible and no annual maximum. Co-pays depend on the treatment received, but can be as low as \$15 depending on the service. Employees must use Willamette provider and facilities for treatment.

#### Willamette Monthly Premiums

Coverage Type	Employee Cost
Employee Only	\$0
Employee + 1	\$5
Employee + 2/more	\$15

### MEDICAL FLEXIBLE SPENDING and DEPENDENT CARE

Medical Flexible Spending and Dependent Care Savings Accounts are offered through payroll deduction as a tax-sheltered option to help employees meet medical or dependent care costs. Unused Medical Flexible Spending funds up to \$550 rollover into the next year with active participation in the plan.

## DISABILITY COVERAGE

Short and Long-Term Disability Coverage is provided to all benefit eligible employees through [Lincoln Financial Group](#) at no cost to the employee. Disability buy-up coverage can also be elected to supplement an additional 20% of salary upon qualification.

## BASIC LIFE and AD&D INSURANCE

Benefit eligible employees receive life insurance of two (2) times their annual salary (up to \$100,000), spouse and/or child coverage of \$5,000, as well as Accidental Death & Dismemberment Insurance.

## RETIREMENT

Eligible employees contribute a portion of their salary to the [Public Employee Retirement System of Idaho \(PERSI\)](#). General members contribute 7.16% and public safety officers contribute 9.13%. The county also contributes on behalf of each employee, 11.94% for general members and 12.28% for public safety officers. Upon retirement, vested employees who have worked a minimum of 60 months receive a lifetime monthly payout.

## DEFERRED COMPENSATION

Employees may also contribute through payroll deduction to additional retirement plans including

[PERSI Choice 401K](#)

[Nationwide 457 Plan](#)

You may elect a set contribution amount or a percentage of your salary. These accounts are funded exclusively by you with no County contribution. Both options provide their own benefits and may have associated management fees.

## EMPLOYEE

### ASSISTANCE PROGRAM

A voluntary employee benefit which provides confidential employee assistance with assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems at no cost to the employee.

### VACATION and SICK LEAVE

After the first 6 months of employment, 40 hours of vacation time is provided and an additional 40 hours at 1 year. Thereafter, time accrues bi-weekly with additional time earned at 5, 10, and 15 years of service. Eligible regular, full-time employees annually accrue approximately 104 hours of sick leave that may be used in the event of personal and/or family illness.

### HOLIDAYS

Canyon County observes eleven (11) Holidays which are a paid benefit to eligible employees. Employees required to work on holidays are compensated at their normal rate plus they receive equal hours in comp time.

#### Holidays Observed

New Years	Labor Day
Idaho Human Rights Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas
Independence Day	

Canyon County reserves the right, in its sole and absolute discretion, to amend, modify or terminate, in whole or in part, any or all of the provisions of the benefit plans described herein, including any health benefits that may be extended to retirees and their dependents. Further, the County reserves the exclusive right, power and authority, in its sole and absolute discretion, to administer, apply and interpret the benefit plans described herein, and to decide all matters arising in connection with the operation or administration of such plans.

