



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 COVERAGE

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 the plan deductible.

Semi-Monthly Medical Premiums

Coverage Type	Employee Cost
Employee Only	\$0
Employee + Spouse	\$120
Employee + 1 Child	\$26
Employee + 2 or more children	\$54
Family	\$178

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

Medical plan participants receive a county funded HRA to help cover the cost of co-pays and the deductible. The annual contribution is \$400, \$600 or \$800 based on coverage type. Unused HRA funds rollover up to a maximum equal to the plan deductible.

Peak One is the plan administrator.

MEDICAL FLEXIBLE SPENDING (FSA) and DEPENDENT CARE (DCA)

FSA and DCA 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 \$640 rollover into the next year with active participation in the plan.

Peak One is the plan administrator.

VISION COVERAGE

Vision coverage is included when medical coverage is elected with no additional cost. Vision Service Provider (VSP) is the plan administrator.

DENTAL COVERAGE

Choose between Delta Dental or Willamette Delta Dental: Participants are responsible for deductible and co-pays and may use the provider of their choice within a network of providers.

Delta Dental Semi-Monthly Premiums

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

Willamette Dental: Participants 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 only Willamette offices for treatment.

Willamette Semi-Monthly Premiums

Coverage Type	Employee Cost
Employee Only	\$5
Employee + 1	\$10
Employee + 2/more	\$22.50

DISABILITY COVERAGE

Short and Long-Term Disability Coverage is provided at no cost to all benefit eligible employees. Disability buy-up coverage can also be elected to supplement an additional 20% of salary upon qualification.

BASIC LIFE, AD&D and SUPPLEMENTAL INSURANCE

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

Employees may also select from two types of voluntary/supplemental life insurance plans:

[Lincoln Financial Group](#) offers supplemental life insurance in \$10,000 increments, premiums are based on age and coverage elected.

[NCPERS](#) offers a decreasing life insurance coverage for a set semi-monthly cost of \$8. Benefit payout is based on age and cause of death.

RETIREMENT

Eligible employees contribute a portion of their salary to the [Public Employee Retirement System of Idaho \(PERSI\)](#). General members contribute 6.71% and public safety officers contribute 9.83%. The county also contributes on behalf of each employee, 11.18% for general members and 12.26% for public safety officers. Upon retirement, vested employees who have worked a minimum of 60 months receive a lifetime monthly payout.

SUPPLEMENTAL RETIREMENT

Employees may also contribute through payroll deduction to additional retirement plans including [PERSI Choice 401K](#) and/or [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

Employees and family members have access to benefit administered through [ComPhych](#) including confidential assistance with assessments, short-term counseling, referrals, and follow-up services. Participants are eligible for up to five free counseling sessions per issue per year.

VACATION and SICK LEAVE

Non-Exempt employees accrue up to 10 days of vacation annually. Additional time accrues starting at 5, 10, and 15 years of completed service.

Exempt employees accrue up to 15 days of vacation annually. Additional time accrues starting at 5 and 10 years of completed service.

All 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 equal hours in comp time.

Holidays Observed

New Year's Day	Labor Day
Idaho Human Rights Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas Day
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.

