



## CANYON COUNTY BENEFIT HIGHLIGHTS

Employment with Canyon County provides an array of benefits 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 plans. Two plans are offered: a PPO plan and a High-Deductible Health Plan (HDHP).

**Blue Cross of Idaho** offers a range of preventative benefits at no cost to members when using in-network providers, including screenings, vaccinations, and annual wellness exams.

Coverage Type	PPO	HDHP
Employee Only	\$94	\$0
Employee + Spouse	\$340	\$240
Employee + Child	\$147	\$52
Employee + Children	\$205	\$108
Employee + Family	\$459	\$356

### HEALTH SAVINGS ACCOUNT (HSA)

HDHP medical plan participants are eligible to enroll in an **HSA** administered by **Peak One** that allows pre-tax contributions for current and future healthcare expenses. Canyon County offers an employee match to contributions up to:

Individual: \$75 per month (\$900 annually)  
 Family: \$150 per month (\$1800 annually)

### MEDICAL FLEXIBLE SPENDING (FSA) AND DEPENDENT CARE (DCA)

**Medical 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 \$680 rollover into the following year with active participation in the plan.

**Peak One** is the plan administrator.

### DENTAL COVERAGE

Choose between **Delta Dental** or **Willamette Dental**.

**Delta Dental** participants are responsible for a deductible and co-pays and may use the provider of their choice within a network of providers.

**Willamette Dental** participants have no deductible and no annual maximum. Co-pays depend on the treatment received, and can be as low as \$15. Employees must use only Willamette offices.

Coverage Type	Delta	Willamette
Employee Only	\$5.00	\$19.52
Employee + Spouse	\$23.36	\$44.61
Employee + Child	\$7.79	\$44.61
Employee + Children	\$19.47	\$151.99
Employee + Family	\$38.94	\$151.99

### VISION COVERAGE

Vision coverage is offered by **Vision Service Provider (VSP)**. Benefits include eye exams, glasses, contacts and more.

Coverage Type	Monthly Premium
Employee Only	\$11.54
Employee + Spouse	\$17.93
Employee + Child(ren)	\$18.41
Employee + Family	\$29.62

### 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.

Canyon County Human Resources

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## LIFE INSURANCE

The county provides benefit-eligible employees with a **Life Insurance** policy equal to two-times their annual salary (up to \$100,000) at no cost.

Employees may also select to participate in a supplemental life insurance plan. **Lincoln Financial Group** offers supplemental life insurance in \$10,000 increments. Premiums are based on age and coverage elected.

## SUPPLEMENTAL ACCIDENT INSURANCE

**Supplemental Accident Insurance** provides cash benefits for unexpected injuries resulting from accidents. This optional insurance can help cover expenses not included in standard health insurance, such as deductibles and copays.

Plan administered by **Lincoln Financial Group**.

## SUPPLEMENTAL CRITICAL ILLNESS INSURANCE

**Critical Illness Insurance** provides a lump-sum benefit to help offset direct and indirect expenses associated with living with a critical illness. This optional insurance is designed to protect employees in times of financial and emotional stress, ensuring they have the necessary funds to manage their health-related costs. The benefits are not dependent on the actual cost of care and do not coordinate with any other coverage.

Plan administered by **Lincoln Financial Group**.

## EMPLOYEE ASSISTANCE PROGRAM

The County provides an **EAP** provided by **ComPsych Corporation** and offers a range of confidential services to support employees and their families, including:

- **24/7 support:** Guidance Consultants are available to help employees and their immediate family members with various issues.
- **Counseling sessions:** Employees can receive free face-to-face or telephonic counseling sessions.
- **Comprehensive resources:** The EAP website provides interactive self-assessments, articles, guides, and financial calculators to assist with emotional well being, health and wellness.

*Canyon County reserves the right, in its sole discretion, to amend, modify or terminate, in whole or in part, any or all the provisions of the benefit plans described herein, including 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 and administration of such plans.*

## RETIREMENT

Eligible employees contribute a portion of their salary to the **Public Employee Retirement System of Idaho (PERSI)**. The County also contributes on behalf of each employee. Upon retirement, vested employees receive a lifetime monthly pension payout.

<i>Employee Type</i>	<i>Employee Contribution</i>	<i>Canyon County Contribution</i>
General Member	7.18%	11.96%
Public Safety Officer	10.36%	13.98%

## SUPPLEMENTAL RETIREMENT

**Supplemental retirement plans** including **PERSI Choice 401k, ROTH IRA** and/or **Nationwide 457 Plan** are available.

Employees elect a set contribution amount or percentage of salary. These accounts are funded exclusively by the employee with no county contribution.

## VACATION AND SICK LEAVE

*Non-Exempt* employees earn up to 10 days of vacation annually. *Exempt* employees earn up to 15 days of vacation annually. Additional time accrues at 5+ years of completed service.

Up to 80 additional vacation hours are awarded to new full-time employees for verified prior public 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 11 Holidays which are a paid benefit to eligible employees.

<i>Holidays Observed</i>	
New Year's Day	Independence Day
Idaho Human Rights Day	Labor Day
President's Day	Columbus Day
Memorial Day	Veteran's Day
Juneteenth	Thanksgiving Day
Christmas Day	