



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 some of the associated costs.

MEDICAL BENEFITS

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

Plan participants receive a county funded **Health Reimbursement Account (HRA)** contribution which ranges from \$400 to \$800 based on the selected plan. First year employees receive a pro-rated contribution.

Monthly Medical Premiums

Covered Members	Cost to Employee
Employee Only	\$0
Employee + Spouse	\$240
Employee + 1 Child	\$52
Employee + 2 or more children	\$108
Family	\$356

VISION COVERAGE

[Vision Service Provider \(VSP\)](#) is the plan administrator for vision coverage which is provided when medical coverage is elected with no cost to the employee or their family.

DENTAL COVERAGE

Two different Dental Coverage options are extended to employees:

[Delta Dental](#) is offered at no cost to the employee, with a specific network of doctors to receive treatment from. Employees are responsible for deductible and co-pays.

[Willamette Dental Coverage](#) is offered at no cost to the employee and low cost for family coverage, with no deductible and no annual maximum. Co-pays depend on the treatment received. Employees must use Willamette provider and facilities for treatment.

FLEXIBLE SPENDING & DEPENDENT CARE

Medical Flexible Spending and Dependent Care Savings Accounts are offered as a tax-sheltered option to help employees meet medical or dependent care costs.

DISABILITY COVERAGE

Short and Long-Term Disability Coverage is offered through [Lincoln Financial Group](#). Employees may also purchase disability buy-up coverage to supplement an additional 20% of their salary upon qualification.

BASIC LIFE and AD&D INSURANCE

Eligible employees receive life insurance of two (2) times their annual salary (up to \$100,000), spouse or child coverage of \$5,000, as well as Accidental Death & Dismemberment Insurance at no cost.

RETIREMENT

Eligible employees contribute to the [Public Employee Retirement System of Idaho \(PERSI\)](#), general members at the rate of 6.79% and police members at 8.36% The county also contributes on behalf of the employee, 11.32% for general members and 11.66% for police. Upon retirement, vested employees who have worked a minimum of 60 months receive a lifetime monthly payout. Deferred compensation plans are also available for personal retirement savings.

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 also accrue approximately 104 hours of sick leave annually that may be used in the event of personal or family illness.

HOLIDAYS

Canyon County observes ten (10) Holidays which are paid to benefit eligible employees. Employees required to work 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
Independence Day	Christmas

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.

