



Boone County Government 2020 Summary of Benefits

Vacation (Annual Leave)

Vacation is accrued based on hours worked. For a full-time benefited employee, vacation is accrued as follows:

0 – 1 year:	10 days annually
1 – 2 years:	11 days annually
2 – 3 years:	12 days annually
3 – 4 years:	13 days annually
4 – 5 years:	14 days annually
5 – 10 years:	15 days annually
10 or more years:	20 days annually

New employees do not accrue vacation until completion of the six-month probationary period.

Sick Leave

Employees earn 3.6923 hours of sick leave during each 80-hour bi-weekly pay period and may be used during the six-month probation period with department approval.

Holiday Pay

Eligible employees receive 13 paid holidays per year.

Health Insurance

Employees will have the option to enroll in one of two health insurance plans. Dependent health insurance coverage is available and is payroll deducted. The current employee share of premiums is the following:

High Deductible Health Plan with Health Savings Account

The County contributes \$50.00 to eligible participants' Health Savings Accounts each pay period.

Employee Only	No Cost	
Employee + Children	\$83.95/per check	\$167.90/month
Employee + Spouse	\$111.93/per check	\$223.86/month
Employee + Family	\$195.87 per check	\$391.74/month

PPO Plan

Employee Only	\$12.00/per check	\$24.00/month
Employee + Children	\$110.18/per check	\$220.36/month
Employee + Spouse	\$142.90/per check	\$285.80/month
Employee + Family	\$241.08/per check	\$482.16/month

Dental Insurance

Employee dental insurance premiums are at no cost to the employee. Dependent dental insurance coverage is available and is payroll deducted. The current employee share of dependent dental premiums is the following:

Employee Only	No Cost	
Employee + Children	\$8.53/per check	\$17.06/month
Employee + Spouse	\$11.37/per check	\$22.74/month
Employee + Family	\$19.91/per check	\$39.82/month

Vision Insurance

Employee vision coverage is a voluntary benefit. Premiums are payroll deducted. The current vision premiums are the following:

Employee Only	\$4.78/per check	\$9.56/month
Employee + Children	\$10.50/per check	\$21.00/month
Employee + Spouse	\$7.92/per check	\$15.84/month
Employee + Family	\$15.29/per check	\$30.58/month

Preventive Care Incentive Program

Employees who have a preventive health screening performed by a primary care physician between November 1, 2019 and October 31, 2020 may be eligible to receive a \$50.00 incentive.

Cafeteria Plan

Employees may choose to have dependent care deducted tax-exempt through a Dependent Care Flexible Spending Account. Unreimbursed medical/dental expenses are payroll deducted tax-exempt through a Flexible Spending Account or Health Savings Account.

Life Insurance

A \$50,000 term life insurance and accidental death & dismemberment policy is provided at no cost to employees. CERF also provides a \$10,000 life insurance policy to employees.

Supplemental Life Insurance

Employees may apply for additional term life insurance for themselves and their dependents. The premiums for supplemental life insurance are payroll deducted and based on the age of the employee and the volume of coverage requested. The guaranteed issue amount for a new employee is \$150,000, \$50,000 for spouses, and \$10,000 for children.

Long Term Disability

Long Term Disability insurance is provided at no cost to employees. After a 180-day elimination period, the plan will pay 66.66% of the employee's salary prior to disability (up to a maximum of \$6,000 per month and in coordination with any other pension, retirement, or disability income).

County Employees Retirement Fund (CERF) and the CERF Savings Plan

All eligible employees enter the County Employees Retirement Fund (CERF) upon hire and become vested after eight years. The employee pre-tax contribution towards the plan is a mandatory 4.7% of gross wages. Boone County contributes 2% towards the CERF pension plan.

Employees have the option to make an additional contribution into the voluntary CERF Savings Plan deferred compensation program. The CERF Board of Directors decides each year if there will be a match of a portion of an employee's deferred compensation contributions. The current maximum match is 50% of the first 6% of an employee's additional contribution into the CERF Savings Plan deferred compensation program.

Nationwide Retirement Solutions Deferred Compensation

Employees may choose to have a portion of their pre-tax salaries invested through the Nationwide Retirement Solutions deferred compensation program. Boone County decides each year if there will be a match of a portion of an employee's Nationwide deferred compensation deductions. For 2020, Boone County will match employee contributions 100% up to \$25.00 a pay period.

Free Parking

Hang tags are provided to downtown employees for free parking in designated area.

*Please contact **Boone County Human Resources** at 573-886-4128 if you have any questions.*