

<p style="text-align: center;"><b>Eligibility and Coverage</b></p> <p>All full-time (30 hours a week) employees are offered medical, vision, and dental Insurance with coverage beginning the first of the month following 30 days of employment. Gilpin County offers coverage to benefit-eligible employees, their spouses, civil union partners, and the children of either member of such unions.</p> <p>Children are eligible for coverage through the end of the month in which they turn 26.</p>	<p style="text-align: center;"><b>Medical Insurance (Full-Time)</b></p> <p style="text-align: center;"><b>Anthem Blue Preferred Option I (PPO)</b> <b>Annual Cost to Employee</b></p> <table border="0"> <tr><td>-Employee</td><td style="text-align: right;">FREE</td></tr> <tr><td>-Employee + Spouse</td><td style="text-align: right;">\$252.00</td></tr> <tr><td>-Employee + Child(ren)</td><td style="text-align: right;">\$188.88</td></tr> <tr><td>-Family</td><td style="text-align: right;">\$378.00</td></tr> </table> <p style="text-align: center;"><b>Anthem Blue Preferred Option F (PPO)</b> <b>Annual Cost to Employee</b></p> <table border="0"> <tr><td>-Employee</td><td style="text-align: right;">\$1247.28</td></tr> <tr><td>-Employee + Spouse</td><td style="text-align: right;">\$2754.00</td></tr> <tr><td>-Employee + Child(ren)</td><td style="text-align: right;">\$2565.60</td></tr> <tr><td>-Family</td><td style="text-align: right;">\$4006.32</td></tr> </table>	-Employee	FREE	-Employee + Spouse	\$252.00	-Employee + Child(ren)	\$188.88	-Family	\$378.00	-Employee	\$1247.28	-Employee + Spouse	\$2754.00	-Employee + Child(ren)	\$2565.60	-Family	\$4006.32	<p style="text-align: center;"><b>Dental and Vision Insurance</b></p> <p style="text-align: center;"><b>Vision – Eye-Med</b> Free to full-time employees and their family.</p> <p style="text-align: center;"><b>Dental – Delta Dental of Colorado</b> Free to full-time employees Individual Deductible - \$50.00 Family Deductible - \$150.00</p> <p style="text-align: center;">Preventive Services paid - 100%</p>
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<p style="text-align: center;"><b>Basic Life, AD&amp;D and Optional Life Insurance</b></p> <p>Gilpin County provides Basic Life and Accidental Death &amp; Dismemberment coverage in the amount of \$50,000.00 for full-time employees with coverage beginning the first of the month following 30 days of employment. Employee has the option to purchase additional life insurance for themselves, their spouse and children.</p>	<p style="text-align: center;"><b>Long-Term Disability</b> Long-Term Disability is provided to all full-time employees at no cost.</p> <p style="text-align: center;"><b>Long-Term Care</b> Long-Term care is provided to all full-time employees at no cost.</p>	<p style="text-align: center;"><b>Employee Assistance Program - EAP</b> Employees and members of their household may receive up to six (6) phone or in person counseling sessions per incident. Available 24/7; totally confidential. Online support for work/life needs. Additional resources are available such as will preparation, 30-minute legal consults, secure travel assistance and discounts.</p>																
<p style="text-align: center;"><b>Retirement Savings</b></p> <p>Gilpin County offers two retirement savings plans for full-time and part-time partially benefited employees.</p> <p><b>401(a)Deferred Contribution Plan</b> - Mandatory participation. Employee contribution is 5% and matched by the County.</p> <p><b>457 Deferred Compensation Plan</b> - Optional Participation- Employees can make deferred contributions up to the IRS limit. Pre-tax and Roth Options are available.</p>	<p style="text-align: center;"><b>Vacation Time/Holiday Hours</b></p> <p>Full-time employees working at least 30 hours a week earn 78 hours of vacation accruals annually. Vacation accruals increase to 104 hours after first year of employment. Accruals increase again after 5 and 10 years of employment. Gilpin County typically observes 12 paid holidays (96 hours) annually.</p> <p>Part-time benefit-eligible employees accrue vacation hours and paid holidays at half the full-time employee rate.</p>	<p style="text-align: center;"><b>Sick Leave Accruals</b></p> <p>Full-time employees working at least 30 hours a week earn 104 hours of sick accruals annually.</p> <p>Part-time benefit-eligible employees accrue sick leave at half the full-time employee rate.</p>																