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|---|---|--|------|--------------------|----------|------------------------|----------|---------|----------|-----------|-----------|--------------------|-----------|------------------------|-----------|---------|-----------|--|
| <p style="text-align: center;">Eligibility and Coverage</p> <p>All full-time (30 hours a week) and part-time partial benefited employees (24-29) 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 year in which they turn 26.</p> | <p style="text-align: center;">Medical Insurance(Full-Time) Anthem Blue Preferred Option I (PPO) Annual Cost to Employee</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;">Anthem Blue Preferred Option F (PPO) Annual Cost to Employee</p> <table border="0"> <tr><td>-Employee</td><td style="text-align: right;">\$1092.72</td></tr> <tr><td>-Employee + Spouse</td><td style="text-align: right;">\$2443.92</td></tr> <tr><td>-Employee + Child(ren)</td><td style="text-align: right;">\$2271.12</td></tr> <tr><td>-Family</td><td style="text-align: right;">\$3556.56</td></tr> </table> <p style="text-align: center;"><small>Medical insurance is available to part-time benefit-eligible employees at a higher cost.</small></p> | -Employee | FREE | -Employee + Spouse | \$252.00 | -Employee + Child(ren) | \$188.88 | -Family | \$378.00 | -Employee | \$1092.72 | -Employee + Spouse | \$2443.92 | -Employee + Child(ren) | \$2271.12 | -Family | \$3556.56 | <p style="text-align: center;">Dental and Vision Insurance</p> <p style="text-align: center;">Vision – Eye-Med Free to full-time employees and their family.</p> <p style="text-align: center;">Dental – Delta Dental of Colorado Free to full-time employees Individual Deductible - \$50.00 Family Deductible - \$150.00</p> <p style="text-align: center;">Preventive Services paid - 100%</p> |
| -Employee | FREE | | | | | | | | | | | | | | | | | |
| -Employee + Spouse | \$252.00 | | | | | | | | | | | | | | | | | |
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| <p style="text-align: center;">Basic Life, AD&D and Optional Life Insurance</p> <p>Gilpin County provides Basic Life and Accidental Death & 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;">Long-Term Disability Long-Term Disability is provided to all full-time employees at no cost.</p> <p style="text-align: center;">Long-Term Care Long-Term care is provided to all full-time employees at no cost.</p> | <p style="text-align: center;">Employee Assistance Program - EAP</p> <p>Employees and members of their household may receive up to five (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;">Retirement Savings</p> <p>Gilpin County offers two retirement savings plans for full-time and part-time partially benefited employees.</p> <p>401(a)Deferred Contribution Plan - Mandatory participation. Employee contribution is 5% and matched by the County.</p> <p>457 Deferred Compensation Plan - 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;">Vacation Time/Holiday Hours</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. Part-time benefit-eligible employees accrue vacation hours and paid holidays at half the full-time employee rate.</p> | <p style="text-align: center;">Sick Leave Accruals</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> | | | | | | | | | | | | | | | | |

