



Boulder County 2017 Benefits Summary

As well as offering competitive pay and a caring work environment, Boulder County offers employees an array of benefits. For all FTE employees we provide:

- A family friendly workplace, including paid parental leave for new parents, a breast feeding friendly work environment, an infants-at-work policy, and generous paid vacation, medical leave and holidays;
- The opportunity to take charge of your well-being through a nationally-recognized wellness program;
- The opportunity to master new skills with robust learning programs and certificates, federal loan forgiveness (after 10 years of public service), and county-paid tuition reimbursement for continued education;
- Free and discounted ways to get around town with an RTD Eco Pass and B-Cycle membership.

Boulder County offers a competitive, comprehensive benefits package for full time benefited and part time benefited positions. Benefit premiums are paid at a separate rate for part time employees. All premiums listed are based on full time employment of 30+ hours per week. Benefits start on the first day of the month following date of hire or date of status change to a benefits eligible position for insurance coverage and tax-advantaged plans. You must enroll or waive coverage within 30 days of event date.

Information provided on this form is not a warranty of benefits coverage.

Medical Plans

Boulder County offers three different medical plans through **Cigna**. Pharmacy coverage is provided with all plans through CVS/Caremark and routine vision coverage provided through Vision Service Plan included with medical plan.

Medical Premiums (per Month)	Consumer Driven Health Plan with Health Savings Account (HSA)*	Low Option Copay Plan with Deductible	High Option Copay Plan with Deductible
	Employee / County	Employee / County	Employee / County
Employee Only	\$33.16 / \$438.48	\$49.87 / \$454.62	\$164.13 / \$757.47
Employee & Spouse/Partner	\$158.70 / \$782.71	\$234.52 / \$772.56	\$568.97 / \$1,302.63
Employee & Child(ren)	\$136.28 / \$710.95	\$201.12 / \$705.12	\$502.16 / \$1,182.93
Employee & Family	\$262.91 / \$1,054.19	\$386.77 / \$1,022.08	\$912.00 / \$1,723.09
In-Network Deductible	\$1,750 single \$3,500 family	\$1,250 single \$2,500 family	\$750 single \$1,500 family
Out-of-Pocket Maximum	\$5,000 single \$10,000 family	\$6,250 single \$12,500 family	\$3,750 single \$7,500 family

*HSA contribution limits (employer + employee): Self only \$3,400; Family \$6,750
HSA catch-up contribution (age 55 or older): \$1,000

Dental Plan

Boulder County offers dental coverage through **Delta Dental of Colorado**. The plan includes a deductible of \$50/person, \$150/family.

Dental Premiums (per Month)	Employee	County
Employee Only	\$3.39	\$37.27
Employee & Spouse/Partner	\$22.13	\$59.18
Employee & Child(ren)	\$36.76	\$36.42
Employee & Family	\$55.50	\$58.34

Retirement Plans

Boulder County requires mandatory participation in both **Social Security** and **Colorado PERA Pension** and contributions begin immediately upon hire.

	Social Security	PERA Local Government Division	PERA State Division*
County Contribution	7.65% of salary	13.7% of salary	20.15% of salary
Employee Contribution	7.65% of salary	8.0% of salary	8.0% of salary

*Employees who work in the District Attorney's Office are part of the State Division with PERA. All other county departments and offices are part of the Local Government Division.

Boulder County also provides the voluntary option of a **Colorado PERA 401(k)** both traditional pretax and Roth. Those under age 50 can contribute up to \$18,000 annually and those 50 or older can contribute \$24,000 annually (\$18,000 plus \$6,000 catch-up contribution.)

Life and Disability

Boulder County pays the full premium for Short Term and Long Term Disability. Life Insurance is provided with the county paying 75% of the cost and the employee paying 25%. Supplemental Life Insurance is optional and paid in full by the employee.

Vacation Time

Vacation time accrual for full time, fully-benefited FTE positions is below. Vacation time for part time, benefited positions is earned based on a percentage of hours worked. Total vacation accrual is not to exceed 240 hours.

- Start date to end of 3rd year – 8 hours/month
- Start of 4th year to end of 5th year – 10 hours/month
- Start of 6th year to end of 10th year – 12 hours/month
- Start of 11th year to end of 15th year – 14 hours/month
- Start of 16th year and beyond – 16 hours/month

Additional Information

For additional, specific information regarding Boulder County benefits, please contact Human Resources at 303-441-3525.