

Boone County Fiscal Court Benefit Summary

- ❖ Life Insurance---The Standard –One time annual salary maximum of \$50,000 Term Life policy paid by the County
- ❖ Health Insurance—is offered to all full time employees it is effective the 1st day of employment; Cost per pay period: Family \$60, E/C \$36.90, E/S \$40.36, Single \$18.90
- 1. We are currently using the HealthSpan network of doctors; you can find a current listing on their website at: www.healthspannetwork.com.
- 2. Health insurance has a 12 month pre-existing condition (unless you have been on a group plan prior to your employment with Boone County) this also applies to maternity patients. Employees that do not need health insurance and have it available through another source are eligible for a cash waiver. See information below for waiver amounts:

If you choose to waive the health insurance a cash benefit waiver is offered. You must work a full quarter before you are eligible to receive the waiver payment. Payments are made on the 1st pay period following the end of the quarter.
The amounts are as follows:
Non-Hazardous amounts: Family \$5,165, E/Child \$2,978, E/S \$3,502, Single \$1,671
Hazardous amounts: Family \$4,271, E/C \$2,462, E/S \$2,896, Single \$1,382
These amounts may change every year based on the current health premiums.
- ❖ Dental insurance is offered to Boone County Fiscal Court for all full-time employees. There is a \$25.00 deductible each year for each person. 100% Preventive, 100% Basic, and up to \$1,000 for Orthodontic procedures. The cost per pay period is \$5.00
- ❖ Retirement is taken out for all full-time employees at 5% of gross earnings pre-tax.
- ❖ Full time employee's are not eligible to participate until they have completed 6 mos. Of employment (See Personnel Policies page 13)
- ❖ Employer match is 16.17%
- ❖ Hazardous : 8%, Employer match 33.87%
- ❖ Long Term Disability insurance is paid for by the county and is effective the 1st day of employment with Standard Life insurance. You must be off work for 8 weeks before coverage is awarded.
- ❖ Optional Benefits-- deferred compensation, additional life insurance, short term disability, cancer insurance, direct deposit, tuition reimbursement, employee assistance program, flex plan.
- ❖ Vacation time is accumulated at 7 hours per month for the first two years; it goes up based on years of service. (See page 9 of the Personnel Policy Manual)
- ❖ Sick time is accumulated at 8 hours per month for all employees.
- 1. Sick and Vacation time can not be used until you have completed 6 months of employment.

If you have any questions regarding your employment or any of your benefits, please contact the Human Resource Dept. at 334- 2238 or e-mail Dkornblum@boonecountyky.org