

2012 Applicant Benefits Summary

<p>Eligibility & Coverage Categories All full-time and part-time (20-39 hours/week) employees become eligible for medical, vision and dental insurance the 1st of the month following date of hire.</p> <p>Jefferson County offers the following coverage categories:</p> <p>Employee Employee + Spouse or Same-Sex Domestic Partner Employee + Child(ren) or those of their Same-Sex Domestic Partner, if applicable Employee + Family, or Same-Sex Domestic Partner + Family, if applicable</p>	<p>Medical/Vision You can choose between four medical plans offered by two medical carriers. Preventive care covered at 100% on all plans.</p> <p>Kaiser Permanente Pine Valley - \$750 deductible, then 25% coinsurance with \$30/\$50 office visit co-pays Deer Trail - \$500 deductible, then 15% coinsurance with \$10/\$30 office visit co-pays United Healthcare Table Mountain Plan - \$750 deductible, then 25% coinsurance with \$30/\$50 office visit co-pays Elk Meadow Plan - \$500 deductible, then 15% coinsurance with \$10/\$30 office visit co-pays Vision You can choose to enroll in the vision plan through Vision Service Plan. Benefits include an annual eye exam, frames and lenses or contacts annually.</p>	<p>Dental You can choose between two dental plans offered by Delta Dental Plan of Colorado.</p> <p>Pioneer Plan - \$1,000 coverage per year; no orthodontic coverage Preventive Coverage – 100% Basic Restorative – 80% Major Restorative – 50%</p> <p>Reynolds Plan - \$1,500 coverage per year; \$1,500 lifetime orthodontic coverage Preventive Coverage – 100% Basic Restorative – 90% Major Restorative – 60%</p>
<p>Flexible Spending Account Plans You can choose between four different flexible spending account options:</p> <p>Health Care FSA - \$5,000 annual maximum Dependent Care FSA - \$5,000 annual maximum Transportation FSA - \$125 monthly maximum Adoption Assistance FSA - \$13,170 annually (one time per child)</p>	<p>Basic Life and AD&D and Additional Life Insurance Jefferson County pays the full cost of Basic Life and Accidental Death & Dismemberment coverage in an amount equal to two times your base annual salary, up to a maximum of \$200,000. You can choose to purchase additional life insurance for yourself, your spouse or same-sex domestic partner and/or your children at your expense.</p>	<p>Disability Benefits Jefferson County provides Short-Term and Long-Term Disability coverage at no cost. The plans pay 66 2/3 % of your eligible pay for covered and approved injuries or illnesses.</p> <p>LTD is only available to benefit eligible employees working 35 hours or more.</p>
<p>Employee Assistance Plan (EAP) You and members of your household may receive up to six counseling sessions per issue per year – no limit to the number of issues. You can also receive unlimited telephone consultations to help balance your work/life needs.</p>	<p>Retirement Jefferson County offers two separate Retirement Savings plans. 401(a) Retirement Savings – Immediate/<i>Mandatory Participation</i>. Contribute 6%, 7%, or 8% and the County matches. 457 Def. Comp Plan – <i>Optional Participation</i>. You can defer up to the IRS limit, currently \$17,000 annually, through two retirement companies.</p>	<p>Additional Voluntary Plans You have access to group rates on Auto and/or Home Insurance through MetLife. These are paid via payroll deduction.</p>
<p>Wellness Programs/Fitness Centers The County has a variety of events, classes and challenges offered through our wellness program, in addition to offering onsite fitness centers at multiple locations.</p>	<p>Vacation Leave/Holidays Benefit-eligible employees working 40 hours earn 8 hours of vacation per month. This is prorated for part-time benefit-eligible employees. Accruals vary by length of employment. Jefferson County observes 11 paid holidays (or 88 hours) each calendar year of employment. This is prorated for part-time employees.</p>	<p>Sick Leave Benefit-eligible employees working 40 hours earn 10 hours of sick time per month. This is prorated for part-time benefit-eligible employees. Accruals vary by length of employment.</p>

About this Summary: This is a brief summary of Jefferson County's benefits and does not constitute a policy. Jefferson County reserves the right to modify, amend or terminate any of the Benefit Plans, in whole or in part, with or without prior notice, at any time. This flyer does not serve as a contract or offer of employment. If you have any questions, please contact your Human Resources Benefits Staff. If there are any discrepancies between the information in this summary and the SPD, the SPD will prevail.