Jefferson County's Sheriff Office Sworn Employees Summary of Benefits for 2014

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Eligibility and Coverage	Medical and Vision Insurance	Dental Insurance
All full-time (40 hrs a week) and part-time (20-39 hrs a	You have the choice between four medical plans	You have the choice between two dental plans offered by
week) benefit-eligible employees are offered medical,	offered by two medical carriers. *Preventive care is	Delta Dental Plan of Colorado
vision and dental insurance with coverage beginning the	covered at 100% on all plans.	-
first of the month following your date of hire.	Kaiser Permanente:	Pioneer Plan - \$50 deductible/\$1,000 coverage annually
	Pine Valley - \$750 deductible/\$4,250 OOP	*This plan does not have orthodontia coverage
Jefferson County offers coverage to benefit-eligible	25% coinsurance; \$30/\$50 office visit co-pays	Preventive Coverage – 100%
employees, their spouse (legal or common law), same-	Deer Trail - \$500 deductible/\$3,000 OPM	Basic Restorative – 80%
sex domestic partner (legally recognized or via an	15% coinsurance; \$10/\$30 office visit co-pays	Major Restorative – 50%
affidavit), civil union (certified under Colorado Law),	United Healthcare:	, , , , , , , , , , , , , , , , , , ,
domestic partner (registered in Colorado) and your/their	Table Mountain Plan - \$750 deductible/\$4,250 OPM	Reynolds Plan - \$50 deductible/\$1,500 coverage annually
child(ren).	25% coinsurance;\$30/\$50 office visit co-pays	*Orthodontia Lifetime Max coverage \$1,500
	Elk Meadow Plan - \$500 deductible/\$3,000 OPM	Preventive Coverage – 100%
*Proof of spouse and dependent child(ren) status is required.	15% coinsurance; \$10/\$30 office visit co-pays	Basic Restorative – 90%
	Vision You have the choice to enroll in the vision plan	Major Restorative – 60%
*Child(ren) are eligible for coverage through the end of the	by Vision Service Plan (VSP). Benefits include annual	Z+\
year in which they turn age 26.	eye exam \$10 co-pay, \$130 allowance Frames/Contacts,	- 51
12-11	\$60 allowance for Contact Lens Exam.	
Flexible Spending Accounts	Basic Life and AD&D and Voluntary Life Insurance	Disability Benefits
Jefferson County offers you four flexible spending	Jefferson County provides you with Basic Life and	Jefferson County provides you with Short-Term and Long-
accounts for payroll tax savings:	Accidental Death & Dismemberment coverage in an	Term Disability coverage.
1 ,	amount equal to two times your annual salary, up to a	
Health Care FSA - \$2,500 annual maximum	maximum of \$200,000. Coverage begins on your date	*Employees who work less than 35 hours per week are not
Dependent Care FSA - \$5,000 annual maximum	of hire. You have the choice to purchase additional life	eligible for Long Term Disability coverage.
Transportation FSA - \$130 monthly maximum	insurance for yourself, a spouse or same-sex domestic	1
Adoption Assistance FSA - \$13,190 annually	partner and/or child(ren).	()
Life Assistance Plan (LAP)	Retirement Savings	Voluntary Benefits
You and members of your household may receive up to	Jefferson County offers two Retirement Savings plans.	You have access to group rates on Auto and/or Home
three (3) face-to-face counseling sessions, per incident,	401(a) Retirement Savings – Immediate/Mandatory	Insurance through MetLife. These are paid through
per year with unlimited telephone consultations as well	Participation. Contribute 6%, 7%, 8% or 9%; 100%	payroll deduction.
as online support to help balance your work/life needs.	match by the County.	1
	457 Def. Comp Plan – Optional Participation. You can	
Additional resources are available with Will Preparation,	defer up to the IRS limit (\$17,500 in 2014) through two	
Secure Travel Assistance and Healthy Rewards	retirement companies.	
Discounts.	You also have voluntary Roth IRA options available.	
Wellness Programs and Fitness Centers	Vacation Time/Holiday Hours	Sick Time
Jefferson County has a variety of wellness events, classes	Benefit-eligible employees working 40 hours a week	Benefit-eligible employees working 40 hours a week earn
and challenges offered through our wellness program, in	earn 96 hours of vacation accruals annually. Vacation	120 hours of sick accruals annually.
addition to offering onsite fitness centers at multiple	accruals increase with length of employment. Jefferson	
locations.	County observes 11 paid holidays (88 hours) annually.	*Sick accruals are prorated for part-time benefit-eligible
Wellness Incentives are available for completing a		employees.
Health Assessment, Preventive Exams and activity based	*Vacation accruals and holidays are prorated for	
Wellness Challenges on an annual basis.	part-time benefit-eligible employees.	

<u>About this Summary:</u> 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.