

# Jefferson County's Sheriff Office Sworn Employees Summary of Benefits for 2017

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| <p><b>Eligibility and Coverage</b><br/>All full-time (40 hrs a week) and part-time (20-39 hrs a week) benefit-eligible employees are offered medical, vision and dental insurance with <b>coverage beginning the first of the month following date of hire.</b></p> <p>Jefferson County offers coverage to benefit-eligible employees, their spouse (legal or common law), same-sex domestic partner (legally recognized or via an affidavit), civil union (certified under Colorado Law), domestic partner (registered in Colorado) and your/their child(ren).</p> <p>*Proof of spouse and dependent child(ren) status is required.</p> <p>*Child(ren) are eligible for coverage through the end of the year in which they turn age 26.</p> | <p><b>Medical Insurance</b><br/>You have the choice between five medical plans offered by two medical carriers.</p> <p><b>Kaiser Permanente:</b><br/><b>Pine Valley</b> - \$750 deductible/\$4,250 OOP<br/>25% coinsurance; \$30/\$50 office visit co-pays<br/><b>Deer Trail</b> - \$500 deductible/\$3,000 OPM<br/>15% coinsurance; \$10/\$30 office visit co-pays</p> <p><b>United Healthcare:</b><br/><b>Table Mountain Plan</b> - \$750 deductible/\$4,250 OPM<br/>25% coinsurance; \$30/\$50 office visit co-pays<br/><b>Elk Meadow Plan</b> - \$500 deductible/\$3,000 OPM<br/>15% coinsurance; \$10/\$30 office visit co-pays<br/><b>Charter Plan</b> – same coverage as Table Mountain within a smaller Charter Network</p> <p><i>*Preventive care is covered at 100% on all plans.</i></p> | <p><b>Dental Insurance</b><br/>You have the choice between two dental plans offered by <b>Delta Dental Plan of Colorado.</b></p> <p><b>Pioneer Plan</b> - \$50 deductible/\$1,000 coverage annually<br/><i>*This plan does not have orthodontia coverage</i><br/>Preventive Coverage – 100%<br/>Basic Restorative – 80%<br/>Major Restorative – 50%</p> <p><b>Reynolds Plan</b> - \$50 deductible/\$2,000 coverage annually<br/><i>*Orthodontia Lifetime Max coverage \$1,500</i><br/>Preventive Coverage – 100%<br/>Basic Restorative – 90%<br/>Major Restorative – 60%</p> <p><b>*Prevention First</b> program extends your annual benefit max; diagnostic and preventive services will not count towards your annual benefit max when using a PPO pr Premier dentist.</p> |
| <p><b>Flexible Spending Accounts</b><br/>Jefferson County offers you four flexible spending accounts for payroll tax savings:<br/><b>Health Care FSA</b> - \$2,600 annual maximum<br/><b>Dependent Care FSA</b> - \$5,000 annual maximum<br/><b>Transportation FSA</b> - \$255 monthly maximum<br/><b>Adoption Assistance FSA</b> - \$13,460 annually</p>                                                                                                                                                                                                                                                                                                                                                                                    | <p><b>Basic Life and AD&amp;D and Voluntary Life Insurance</b><br/>Jefferson County provides you with <b>Basic Life and Accidental Death &amp; Dismemberment</b> coverage in an amount equal to two times your annual salary, up to a maximum of \$200,000. Coverage begins on your <i>date of hire</i>. You have the choice to purchase additional <b>Voluntary Life Insurance</b> for yourself, a spouse or same-sex domestic partner and/or child(ren).</p>                                                                                                                                                                                                                                                                                                                                      | <p><b>Vision Insurance</b><br/>You have the choice to enroll in the vision plan offered by <b>Vision Service Plan (VSP).</b><br/>Benefits include annual eye exam \$10 co-pay, \$160 allowance Frames/Contacts, \$60 co-pay for Contact Lens Exam.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <p><b>Life Assistance Plan (LAP)</b><br/>You and members of your household may receive up to <b>three (3) face-to-face counseling sessions, per incident, per year with unlimited telephone consultations</b> as well as online support to help balance your work/life needs.</p> <p><i>Additional resources are available with <b>Will Preparation, Secure Travel Assistance and Healthy Rewards Discounts.</b></i></p>                                                                                                                                                                                                                                                                                                                     | <p><b>Retirement Savings</b><br/>Jefferson County offers two Retirement Savings plans.<br/><b>401(a) Retirement Savings – Immediate/Mandatory Participation.</b> Contribute 6%, 7%, 8% or 9%; 100% match by the County. There is a six year vesting schedule. <b>457 Def. Comp Plan – Optional Participation.</b> You can defer up to the IRS limit (\$18,000 in 2017) through two retirement companies. You also have voluntary <b>Roth IRA</b> options available.</p>                                                                                                                                                                                                                                                                                                                             | <p><b>Voluntary Benefits</b><br/>You have access to group rates on <b>Auto and/or Home Insurance</b> through MetLife. These are paid through payroll deduction.<br/><b>Sick Time</b><br/>Benefit-eligible employees working <b>40 hours a week earn 120 hours</b> of sick accruals annually.<br/><i>*Sick accruals are prorated for part-time benefit-eligible employees.</i></p>                                                                                                                                                                                                                                                                                                                                                                                            |
| <p><b>Wellness Programs and Fitness Centers</b><br/>Jefferson County has a variety of wellness events, classes and challenges offered through <b>Live Well...Choose Well</b>, the employee wellness program, in addition to offering onsite fitness centers at multiple locations. We encourage participation in a Biometric Health Screening, a Health Assessment, webinars, online wellness challenges and more, as offered on an annual basis.</p>                                                                                                                                                                                                                                                                                        | <p><b>Vacation Time/Holiday Hours</b><br/>Benefit-eligible employees working 40 hours a week <b>earn 96 hours of vacation accruals annually.</b> Vacation accruals increase with length of employment. Jefferson County observes <b>11 paid holidays (88 hours)</b> annually.</p> <p><i>*Vacation accruals and holidays are prorated for part-time benefit-eligible employees.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                              | <p><b>Disability Benefits</b><br/>Jefferson County provides you with <b>Short-Term and Long-Term Disability</b> coverage.<br/><i>*Income Replacement of 66 2/3 of salary in event of injury/illness (not work related) which prevents employees from working. Limitations apply.</i> Employees who work less than 35 hours per week are not eligible for Long Term Disability coverage.</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.