



Madison County Employee Benefits Summary

Employee Health Insurance Benefits—Employees to be eligible to participate in **FULL** County sponsored health insurance benefits must maintain a schedule of 30 hours per week to qualify.

Employees working less than 30 hours per week must contribute 31% of the cost of the county sponsored health insurance benefits to be eligible to participate.

Employees must work a minimum of 20 hours per week to be eligible to participate in the county sponsored health insurance benefits and are responsible for paying 31% of the cost of the benefits.

- 90 Day Short-term Employees are not eligible, and do not qualify for any type of benefits to include sick and vacation accrual, or holiday pay.
- Seasonal Employees qualify for benefits during the regular season. However, during the off season, Seasonal Employees will be eligible to participate in Consolidated Omnibus Budget Reconciliation Act (COBRA) coverage.

Core Plan Option—Employees eligible for the health insurance benefit who are covered by another major medical plan (and who show proof of coverage) have the option to participate in the Core Plan. Employees who select this option may receive up to \$300 in Aflac benefits (policies) for those employees maintaining a schedule of 30 hours per week.

Employees working less than 30 hours per week are eligible for \$207 in Aflac benefits.

The employee pays the premium portion for optional dependent health insurance coverage.

Life Insurance—Employees maintaining a work schedule of 20 hours per week are provided a \$20,000 life insurance policy by Madison County.

Optional Life Insurance—Employees may purchase (enroll in) optional life insurance during the New Employee Orientation and/or during the Open Enrollment Period each year.

Flexible Benefits Plan—Employees may participate in pre-tax out-of-pocket medical expenses and day care expenses.

Supplemental Medical Coverage and Cafeteria 125 Plans—Are offered through Aflac, employees may enroll in during the New Employee Orientation and/or during the Open Enrollment Period each year.

Dental and Vision Insurance—Employees may enroll in voluntary coverage during the New Employee Orientation and/or during the Open Enrollment Period each year (May-June).



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Public Employees Retirement System—Five year Vesting. Montana public employees of the state, university system, local governments and certain employees of school districts are covered by the Public Employees Retirement System (PERS). New members to the PERS have an opportunity to choose between two retirement plan options: the Defined Benefit Plan or the Defined Contribution Plan.

Sheriffs' Retirement System (SRS)—Public pension plan for all Montana Sheriffs hired after July 1, 1974 and Detention Officers hired after July 1, 2005.

Supplemental Retirement Benefits—Offered through Nationwide.

457(b) Deferred Compensation Supplemental Retirement Plan - The best way to supplement your retirement.

Sick Leave—Full-time employees accrue 8 hours per month and are eligible to use banked sick leave after 90 days of employment. Accruals are pro-rated for part-time employees.

Vacation Leave—Full-time employees accrue 10 hours per month and are eligible to use banked vacation leave after 6 months of employment. The accrual is pro-rated for part-time employees.

Holidays—The County observes eleven legal holidays in even numbered years and ten legal holidays in odd numbered years.