



# POST FALLS HIGHWAY DISTRICT BENEFITS AT A GLANCE

## MONTHLY CONTRIBUTIONS AND DEDUCTIONS

### Employee Benefits Provided by District:

Type		Cost	
Retirement	PERSI	11.18%	<b>Paid by District</b> <b>Employee Cost of gross</b>
		6.71%	
Life Ins	NCPERS	\$16.00	<b>100% Paid by District</b>
Medical	Regence/Blue Shield	\$815.96	<b>100% Paid by District</b>
Dental	Delta Dental	\$43.89	<b>100% Paid by District</b>
Health Reimbursement Plan	HRA/VEBA	\$500.00	<b>100% Paid by District</b>

### Family Benefits at Employee Cost:

(50% Paid by District for Gold 1500 or Silver 3250 medical plans)

Type		Dependent(s)	Employer Cost	Employee Cost
Medical	Regence/Blue Shield – Platinum <b>\$500</b> Deductible Plan	Spouse	\$0.00	<b>\$815.96</b>
		1 or 2 children	\$0.00	<b>\$734.36</b>
		Family	\$0.00	<b>\$1,550.32</b>
Medical	Regence/Blue Shield – Gold <b>\$1,500</b> Deductible Plan	Spouse	\$249.08	<b>\$249.08</b>
		1 or 2 children	\$216.23	<b>\$216.23</b>
		Family	\$544.76	<b>\$544.76</b>
Medical	Regence/Blue Shield – Silver <b>\$3,250</b> Deductible Plan	Spouse	\$118.44	<b>\$118.44</b>
		1 or 2 children	\$92.12	<b>\$92.12</b>
		Family	\$355.33	<b>\$355.33</b>
Dental	Delta Dental	+1	\$0.00	<b>\$44.43</b>
		+2 or more	\$0.00	<b>\$88.66</b>

### Other Available Benefits at Employee Cost:

PERSI Choice (401K Plan)	Public Employees Credit Union
Aflac	Health Club Membership (50% or monthly gym fee up to a \$20.00 max reimbursement with proof of 4 visits per month)
VSP Vision Insurance, \$14.57 (Member Only); \$23.32 (Member + One); \$23.80 (Member + Children); \$38.38 (Member + Family)	COBRA (Upon employment separation)

**Sick Leave:** 8-hours per month earned; caps at 720 hours.

**Annual leave:** Annual Leave is available to full-time and regular employees who have \*\*qualified work experience. Annual Leave accrues from the start of employment in the following manner:

Term of Continuous Employment	Accrual Rates		
	Per Pay Period (based on 24 pp/yr)	Per Year	Maximum Accrual Carried Over
0-5.999 years	3.33 hours	2 wks – 80 hrs	120 max Jan 1
6-11.999 years	5 hours	3 wks – 120 hrs	160 max Jan 1
12-19.999 years	6.67 hours	4 wks – 160 hrs	200 max Jan 1
20 + years	8.33 hours	5 wks – 200 hrs	240 max Jan 1

\*\* Qualified experience is experience with a PERSI participating employer, or as determined by the Board of Commissioners.