



POST FALLS HIGHWAY DISTRICT BENEFITS AT A GLANCE

CURRENT EMPLOYEE CONTRIBUTIONS AND DEDUCTIONS

Employee Benefits Provided by District:

Type		Cost	D/E
Retirement	PERSI	11.94% 7.16%	Paid by District Employee Cost of gross
Life Ins	NCPERS	\$16.00	100% Paid by District
Medical	Regence/Blue Shield	\$805.04	100% Paid by District
Dental	Delta Dental	\$43.03	100% Paid by District
Health Reimbursement Plan	HRA/VEBA	\$500.00	100% Paid by District

Family Benefits at Employee Cost:

Type		Employer Cost	Dependent(s)	Employee Cost
Medical	Regence/Blue Shield - \$500 Deductible Plan	\$805.04	Spouse	\$805.04
			1 or 2 children	\$724.54
			Family	\$1,529.58
Medical	Regence/Blue Shield - \$1,500 Deductible Plan	\$805.04	Spouse	\$446.20
			1 or 2 children	\$383.64
			Family	\$1,009.26
Dental	Delta Dental	\$43.03	+1	\$43.56
			+2 or more	\$86.92

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:

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