

2026 EMPLOYEE BENEFITS

- Health Insurance Coverage (85% employer/15% employee cost sharing)
 - o \$150/month Employer incentive offered for opting out of coverage
- Dental Coverage
- Vision Coverage
- Life Insurance Coverage (1 x salary) up to \$50,000
- Vested in 5 years, full County Pension at age 60 or age 55 with 20 years of service
- Short Term Disability Coverage (up to \$500.00/wk.)
- FSA (Flexible Spending Account) Pre-tax
- 14 paid holidays annually
- Vacation/Sick or PTO

Non-Union: begin accruing PTO per pay from hire date to anniversary date with the first-year accrual of 14 days/98 hrs. for 7hr employees, each year after, the number of days will increase by 1 day/year, up to 25 total days (12yrs) **Union:** 12 paid sick days annually, pro-rated in the first year and 6 paid vacation days after one year, then one day added each year up to 25 days.

- Longevity Pay
- Bereavement leave
- EAP (Employee Assistance Program)
- Wellness program incentives and reimbursements
- FMLA participating employer

Health Premiums
Health Care Coverage (Including Prescription) See SPD for Details
\$125.88/month or \$80.92 or free to employee
\$339.20/month or \$216.26 couple or free to employee
\$302.94/month or \$193.16 parent/ child (ren) or free to employee
\$389.55/month or \$248.38 family or free to employee
Basic Vision- \$0.00/ month employee
\$8.96 / month couple, parent/child (ren) or family
Buy-up Vision- \$4.77/ month employee
\$18.35/ month for couple, parent/ child (ren) or family
Dental- \$0.00/ month employee
\$41.00/ month for couple, parent/ child (ren) or family

***** If the position is a Union position the CBA will be followed for any and all benefits.**