



Valley County Benefits at a Glance

Benefit	Eligibility	Description	
PERSI Base Retirement Plan	Any employee working 20 hours or more per week.	Defined Benefit Pension Plan. General employees contribute 6.71% of salary, Public Safety employees contribute 9.83% of salary. Vestment in 5 years, after which you have a guaranteed retirement for life upon reaching retirement age. Mandatory participation for all benefits-eligible employees.	
PERSI Choice 401(k) Retirement Plan	Any employee working 20 hours or more per week.	Optional 401(k) retirement plan where you can put money away for retirement prior to paying federal and state taxes. You choose where you want your money invested from a list of PERSI chosen investments.	
Nationwide 457 Deferred Compensation Plan	All fulltime employees (20 or more hours per week)	In conjunction with PERSI, an optional 457 retirement plan where you can put money aside for retirement. You choose where money is invested.	
GemPlan Medical Insurance	All fulltime employees (30 or more hours per week)	Administered through Blue Cross of Idaho. \$500 individual deductible, \$1,000 family deductible. No co-pay or out-of-pocket after deductible is met. Prescription Drug Benefit: \$10 for generic, \$30 for name brand.	
Monthly Medical Insurance Premiums		Employee only: Employee + spouse: Employee + 1 child: Employee + children: Employee + spouse + 1 child: Employee + spouse + children:	\$ 0.00 \$ 420.02 \$ 90.94 \$ 381.04 \$ 510.97 \$ 762.07
GemPlan Dental Insurance	All fulltime employees (30 or more hours per week)	Administered through Blue Cross of Idaho. Preventative care is paid 100%, basic services paid at 80%, and major dental services paid at 50%. \$1,000 lifetime orthodontic benefit for children under 19. \$1,250 per participant annual maximum.	
Monthly Dental Insurance Premiums		Employee only: Employee + spouse: Employee + 1 child: Employee + children: Employee + spouse + 1 child: Employee + spouse + children:	\$ 0.00 \$20.54 \$20.54 \$42.68 \$41.09 \$42.68
GemPlan Vision Insurance	All full time employees (30 or more hours per week)	Administered by Vision Service Plan. \$0 for eye exam, \$25 co-pay on frame and lenses at participating providers up to allowance. See Gem Plan Booklet for specific details.	

Benefit	Eligibility	Description
Monthly Vision Insurance Premiums		Employee only: \$ 0.00 Employee + spouse: \$ 2.11 Employee + 1 child: \$ 2.11 Employee + children: \$ 7.47 Employee + spouse + 1 child: \$ 7.47 Employee + spouse + children: \$ 7.47
Flexible Spending Accounts	All full-time employees (30 or more hours per week)	Administered through MBA Administrators. Allows you to set aside money pre-tax for medical or dependent care expenses. It is great for things such as eyeglasses, contact lenses, health deductibles, and dental.
Employee Assistance Program	All full-time employees (30 or more hours per week)	Administered through Rocky Mountain EAP. Helps employees by offering referrals for things such as family caregiving, convenience services, legal, and financial services. In addition, Rocky Mountain EAP provides counseling services.
GemPlan Life Insurance	All full-time employees	\$10,000 Policy that includes accident and a seat belt rider. Valley County pays 100% of the Premium.
Idaho NCPERS Plan	All full-time employees	Offered through NCPERS. Provides Voluntary Life, Accidental Death & Dismemberment, and Dependent Term Life.
AFLAC	All full-time employees	AFLAC provides voluntary life, accident, cancer, disability, life, critical illness, and hospital confinement insurance.
Paid Time Off (PTO)	All regular employees working 20 or more hours per week.	0 – 4 years14.66 hours per month 5 - 9 years.....18 hours per month 10 – 14 years20.5 hours per month Over 15 years 21.33 hours per month
Holiday Pay	All regular employees working 20 or more hours per week.	New Years Day, Martin Luther King Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day.
Bereavement	All regular employees	Up to 40 hours.