



Valley County

Benefits at a Glance

as of Oct. 1, 2025

Check out our job opportunities at www.governmentjobs.com/careers/valleycoid

| Retirement | | |
|---|---|---|
| Benefit | Eligibility | Description |
| PERSI Base Pension Retirement Plan | Any employee working 20 hours or more per week. | Mandatory defined benefit pension plan. Vestment in 5 years, after which you have a guaranteed retirement for life upon reaching retirement age. General employees can retire upon reaching "Rule of 90" age, public safety employees upon reaching "Rule of 80" age. |
| PERSI Choice 401(k) Retirement Plan | Any employee working 20 hours or more per week. | Optional 401(k) defined contribution retirement plan where you can put additional money away on a pre-tax basis for retirement. You choose where you want your money invested from a list of PERSI chosen investments. Can be used upon reaching 59½ years of age. |
| Nationwide 457 Deferred Compensation Retirement Plan | Any employee working 20 hours or more per week. | Optional 457 deferred compensation retirement plan where you can put money aside on a pre-tax basis for retirement. You choose where money is invested. Can be used upon reaching 55 years of age. |

Retirement benefits are effective on the date of hire.

| Paid Time Off | | |
|----------------------------|---|---|
| Benefit | Eligibility | Description |
| Paid Time Off (PTO) | Any employee working 20 hours or more per week. | Time off with pay for vacation, illnesses, appointments, or any other personal reasons. PTO hours earned are based on regular hours worked, with longevity increases every 5 years. 0 - 4 Years 176 hours per year 5 - 9 Years 216 hours per year 10 - 14 Years 256 hours per year 15+ Years 296 hours per year |
| Holiday Pay | Any employee working 20 hours or more per week. | A paid day off for each of the following 11 holidays: New Years Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas. |
| Bereavement Leave | Any employee working 20 hours or more per week. | Up to 40 hours of paid time off to spend with loved ones and attend to important needs after the loss of an immediate family member. |

Paid time off benefits are effective on the date of hire.

| Health Insurance | | | |
|--|---|--|---------|
| Benefit | Eligibility | Description | |
| GemPlan Medical Insurance Blue Cross of Idaho | Any employee working 30 hours or more per week. | Preferred provider (PPO) plan. \$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. | |
| GemPlan Dental Insurance Blue Cross of Idaho | Any employee working 30 hours or more per week. | Traditional dental plan. 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. | |
| GemPlan Vision Insurance Blue Cross of Idaho | Any employee working 30 hours or more per week. | Administered by VSP Vision. \$0 for eye exam, \$25 co-pay on frame and lenses every 12 months at participating providers, up to maximum allowance. | |
| Monthly Insurance Premiums | | | |
| | | Medical | Dental |
| | Employee Only: | \$0.00 | \$0.00 |
| | Employee + Spouse: | \$444.80 | \$20.54 |
| | Employee + Spouse + Child: | \$541.11 | \$41.09 |
| | Employee + Spouse + Children: | \$807.03 | \$42.68 |
| | Employee + Child: | \$96.31 | \$20.54 |
| | Employee + Children: | \$403.53 | \$42.68 |
| Flexible Spending Account | Any employee working 30 hours or more per week. | Optional benefit that allows you to set aside money on a pre-tax basis for medical or dependent care expenses. Great for daycare, or health care expenses not paid for by insurance like deductibles, copayments, and other out-of-pocket medical costs. | |
| Employee Assistance Program (EAP) | Any employee working 30 hours or more per week. | Part of the GemPlan medical benefit and administered through Rocky Mountain EAP. Professional counseling services designed to help you and your dependent family members cope with a variety of personal, family, or career challenges. 8 covered visits per person, per incident, per year. | |

Health insurance benefits are effective on the first day of the next month following the date of hire.

| Additional Insurance | | |
|-------------------------------|---|---|
| Benefit | Eligibility | Description |
| GemPlan Life Insurance | Any employee working 30 hours or more per week. | \$10,000 policy covering the employee, with premiums paid 100% by the County. |
| NCPERS Life Insurance | Any employee working 30 hours or more per week. | Optional life insurance with a fixed monthly premium (\$16 per month). A decreasing term life policy that pays out less as the covered member ages. |
| Aflac Insurance | Any employee working 30 hours or more per week. | Optional insurance for employees wishing for additional personal or family coverage. Types of insurance offered includes life (whole and term), disability, extended illness, cancer, and accident. |
| Pet Insurance | Any employee. | Offered through Spot Pet Insurance, optional insurance for employees' dogs or cats covering accidents, illnesses, chronic issues, and alternative therapies. |

Insurance benefits are effective on the first day of the next month following the date of enrollment.