

COUNTY OF ELK

COMMISSIONERS

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2024 EMPLOYEE BENEFITS

- Health Insurance Coverage (85% employer/15% employee cost sharing)
 - \$150/month Employer incentive offered for coverage elsewhere
- 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
- 12 paid sick days annually
- 14 paid holidays annually
- Vacation
 - **Non-Union:** begin accruing vacation per pay from hire date to anniversary date with the first-year accrual of 6 days/42hrs for 7hr employees, each year after, the number of days will increase by 1 day/year, up to 25 total days (20yrs) **Union:** 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)
• \$107.20/month employee; \$500 deductible
• \$288.84/ month couple; \$750 deductible
• \$257.98/ month parent/ child (ren); \$750 deductible
• \$331.72/ month family; \$850 deductible
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