

PITKIN COUNTY

2010 REGULAR EMPLOYEE BENEFIT PACKAGE SUMMARY

The following is a list of the currently approved benefits for regular status employees, subject to the provisions of the Employee Handbook and annual appropriation by the Board of County Commissioners. For more detailed information on any of these benefits visit <M:\county\hr-risk\HR\Benefits>.

Health Insurance: Regular employees that are scheduled to work 24 or more hours a week are eligible for Pitkin County's Health Insurance, which includes medical, prescription, dental, and vision insurance. The effective date is the first of the month after an eligible new employee's hire date.

| | EMPLOYEE ONLY | | EMPLOYEE + 1 DEPENDENT | | EMPLOYEE + FAMILY | |
|-----|---------------|--|---------------------------------------|---|---------------------------------------|---|
| | EMPLOYEE COST | COUNTY COST (PER MONTH) | EMPLOYEE COST (PER MONTH) | COUNTY COST (PER MONTH) | EMPLOYEE COST (PER MONTH) | COUNTY COST (PER MONTH) |
| PPO | \$.00 | \$918.50 | \$355.00 (\$177.50 per pay period) | \$1,562.88 | \$470.00 (\$235.00 per pay period) | \$2,088.51 |
| HSA | \$.00 | \$846.50 - County contrib. \$37.50 per pay period to HSA | \$315.00 (\$157.50 per pay period) | \$1,431.88 - County contrib. \$70 per pay period to HSA | \$428.00 (\$214.00 per pay period) | \$1,924.51 - County contrib. \$78 per pay period to HSA |

Retirement Plan: Regular employees who have completed six (6) months of service and work at least 20 hours a week no longer contribute to Social Security and instead are enrolled in the Pitkin County Public Employees Retirement Plan. An amount equal to 12.45% of an employee's gross income will be contributed to the Pitkin County Public Employees Retirement Plan. Employees are 50% vested at enrollment, 60% at one year of service, 70% at two years, 80% at three years, 90% at four years and 100% at five years of service. Two loan programs are available, for more details please contact the Finance Department.

Life and Long Term Disability: Includes life insurance equal to 2 ½ times the employee's annual salary, accidental death & dismemberment insurance, and long-term disability insurance. Regular employees who have completed six (6) months of service and work at least 20 hours a week are eligible. The long-term disability insurance provides 60% of the employee's regular income. The waiting period for long-term disability is 90 days and the employee is required to submit a claim to determine eligibility. Eligible employees may purchase additional term life insurance for themselves, their spouses and/or dependents through Prudential Insurance Company of America.

457 Deferred Compensation: Employees may voluntarily participate in a deferred compensation retirement plan with CCOERA (Colorado County Officials and Employees Retirement Association). The 457 Deferred Compensation Plan is an employer-sponsored retirement plan that allows public employees to defer (postpone) receiving a portion of their current compensation and tax obligation until retirement or separation from service. A loan program is available, for more details please contact the Finance Department.

Fitness/Wellness: Regular employees that are scheduled to work 24 or more hours a week may be eligible for the 2010 benefit of \$919. Regular employees that are regularly scheduled to work less than 24 a week may be eligible for \$459.50. The County pays out this benefit on the first payroll in February or the first payroll in August. Eligible new employees hired January 1 – June 30 will receive a pro-rated amount on the first payroll in August. Eligible new employees hired July 1 – December 15 will receive a pro-rated amount on the last payroll in December. If an employee separates from Pitkin County prior to the end of the calendar year, a prorated amount of the benefit will be due back to the County.

Annual Leave: All regular employees are eligible for annual leave. Annual leave accruals for employees with up to 5 years of service are 3.4 hours per 40 regular hours per work week or 8.5% of the total hours paid up to 40 (176.8 hours per year for full-time employees). After 5 years of service the accrual is 4.3 hours per 40 regular hours per pay period or 10.75% of total hours paid up to 40 (223.6 hours a year for full-time employees). Each year after the employee's employment anniversary, an employee is given an extra 8 hours of annual leave time in his/her account.

Holidays: Pitkin County offices are closed on the following days: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day. Holidays are included in the annual leave accrual. If an employee works a holiday, he/she is paid at his/her regular rate of pay.

Sick Leave: All regular employees are eligible for sick leave. Annual leave accruals are 1.85 hours per 40 regular hours per work week or 4.6% of the total paid hours up to 40 (96.2 hours per year for full-time employees). Employees working a regular schedule of less than 40 hours will receive a proportionate share of this benefit. Each calendar year the employee may take up to two days of Personal time off from their sick leave accrual. Personal time off does not carry forward from one year to the next.

Employee Home Ownership Program: This program provides loans for up to 10% of purchase price or \$20,000, whichever is less, to eligible employees who need help purchasing their primary residence. Funds are to cover the down payment, closing costs and pre-paid items related to a primary loan. The maximum loan term is 15 years. No monthly loan payments are due unless employment with the County is terminated. Interest on the loan does not accrue and is only applied after loss of eligibility or default.

Volunteer Service Days: Regular employees that are scheduled to work 24 hours or more a week are eligible to take a maximum of 16 hours per calendar year of paid time off from regularly scheduled duty hours to perform qualifying volunteer service. Regular employees scheduled to work less than 24 hours a week are eligible to take a maximum of four (4) hours.

Bus Passes: Employees who live outside of Aspen are eligible to receive free bus passes or zone passes to use the bus system as a means of transportation for commuting to and from work. We also provide the “Emergency Ride Home Program” vouchers.

Flex Spending/Section 125 Plan: This benefit program allows employees to select and pay for certain out of pocket medical expenses, health insurance premiums and dependent care expenses with pretax dollars. Enrollment must be made within 30 days of the start of employment or at annual Open Enrollment.

Section 132 Transportation Benefit: This benefit program allows employees to pay for parking fees at the Rio Grande Parking Garage with pretax dollars.

Discounted Ski Pass: Through the County’s membership in the Aspen Chamber Resort Association employees can purchase a variety of season passes for local ski areas.

Employee Assistance Program (EAP): TRIAD EAP provides employees and/or their dependent family access to five (5) free counseling sessions per year. Free financial and legal consultations are also available. This is a completely confidential service and utilization reports do not indicate which employees have used TRIAD’s services.

Rental Advance Loan: Regular employees that are scheduled to work 24 hours or more a week are eligible to apply for an interest free rental advance loan for one-half of the cost to secure housing including first and last month’s rent plus damage deposit. The loan must be repaid in bi-weekly payroll deductions within 6 months and cannot exceed the employee’s monthly salary. For more details please contact the Finance Department.

Computer Purchase Loan Program: Regular employees are eligible for interest free computer purchase loans after six months of employment. The maximum loan available for computer purchases is \$2,000, with repayment to be made over a maximum of two years. For more details please contact the Finance Department.

Education Assistance Program: Regular employees are eligible for educational expense assistance after one year of employment. Interested employees must discuss their planned studies with their supervisor and receive approval prior to starting their program.

Solid Waste Center Punch Pass: Employees are eligible every year for five (5) cubic yards of free waste disposal at the County’s Solid Waste Center. Bring your Employee ID or paycheck stub as proof of employment to obtain your punch pass.

Credit Union: Grand Junction Federal Credit Union is available to all employees. The purpose of the credit union is to promote thrift, allow members to accumulate savings and offer loans at a reasonable interest rate. An employee may have Credit Union contributions deducted directly from his/her paycheck. The cost for joining is \$27, of which \$25 goes to the member’s share account.

Liberty Mutual Personal Insurance Program: Employees receive an exclusive group discount off already competitive rates for personal auto, homeowners and various other lines of insurance coverage. There is also a choice of payment options, including payroll deduction.