

BOULDER COUNTY BENEFITS 2024

Supporting your work life balance and providing security for you and your family



CORE BENEFITS

PERA Pension Plan

Boulder County is one of only two employers in the state that participates in both Social Security and PERA. Your career at Boulder County could lead to a lifetime pension AND full Social Security benefits during retirement! Employees are fully vested at 5 years.

401(k) & 457 Roth Savings Plans

In addition to PERA, employees are also able to elect additional retirement savings accounts- 401k, 457 Roth, and PERACare through PERA's partnership with Empower Retirement.

Emotional Support Counseling

All employees receive 12 sessions of confidential, emotional support counseling (per issue) by a licensed behavioral health professional for yourself and/or anyone living in your household through our Employee Assistance Program (EAP) on an annual basis.

Basic and Supplemental Life Insurance

Your beneficiaries will receive a financial benefit in the amount of one and a half times your annual salary in the event of your death. Benefit-eligible employees are automatically enrolled at no cost. Additional supplemental life insurance coverage may be purchased for yourself, your spouse/partner, and dependent children.

Short & Long Term Disability

Receive company paid insurance that provides a portion of your income in the event you are unable to work due to illness or an off-the-job injury. Benefit-eligible employees are automatically enrolled in our short and long term disability programs at no cost.

Leave Accruals

New employees receive an 80-hour bank of vacation at the time of hire, in addition to 8 hours of both vacation and medical leave accruals each month.

Medical, Dental & Vision Insurance

Enroll in your choice of medical (Cigna), dental (Delta Dental), and vision (VSP) plans to ease the burden of health care costs.

Our Cigna plans offer a free physical therapy program through Hinge Health, as well as free diabetes and pre-diabetes programs and prescriptions through Omada and CVS. Our high-deductible plan covers many preventive medications at 100%.

The Right Start 4 Kids Program provides dental coverage for children up to age 13 covered at 100% for diagnostic, preventive, basic, and major services (excluding orthodontia), with no deductible when an in-network provider is used.

VSP's KidsCare Program provides children up to age 18 with two covered eye exams and one pair of covered glasses per year to accommodate rapidly changing vision. Their LightCare Program allows members to use the frame and lens benefit towards non-prescription sunglasses in lieu of glasses.

Flexible Spending Accounts (FSA)

Contribute pre-tax dollars to an FSA to help save money on annual healthcare and dependent care expenses.

Health Savings Account (HSA) and Seed Money

Contribute pre-tax dollars to an HSA to help save money on future health care expenses. Whatever you don't use rolls over for future years and earns tax-free interest. The county also provides annual seed money contributions of \$900 for individuals and \$1,800 for families.

Wellness Program

Boulder County has been recognized as one of the Healthiest 100 Employers in the US each year since 2015! Our award winning wellness program offers the best in class Virgin Pulse app, annual biometric screenings, challenges, events, and free coaching. Participants can save up to \$360 per year on their medical insurance premiums and earn up to \$200 in gift cards.

Personalized Lifestyle Coaching

Meet with a Virgin Pulse licensed health coach to review your recent lab results, set personal health goals, manage health issues, and motivate you to be your best!

VOLUNTARY BENEFITS

These optional plans help ease the financial stress of medical expenses. These benefits are not associated with your health insurance and are paid directly to you in a lump sum, in addition to any other insurance coverage you may have. Coverage is available for employees, spouses/partners, and dependent children.

Critical Illness Insurance

This plan pays a lump sum benefit directly to you if you are diagnosed with a covered illness (including cancer, stroke, heart attack, organ transplant, and more).

Accident Insurance

This plan helps protect against unexpected costs associated with accidental injuries such as a fracture, burn, ligament damage, or major concussion.

Hospital Indemnity

This plan pays a lump sum benefit if you are admitted into a hospital, regardless of medical plan coverage. The plan provides day one coverage, meaning hospital stays (including pregnancy) are covered from day one.

ID Theft

This insurance is designed to protect your identity from theft and also cover some of the costs related to theft if it occurs. It reimburses victims for money spent on reclaiming their financial identities and repairing their credit reports.

Pet Insurance

MetLife Pet Insurance is committed to helping pet parents experience the joys of parenthood by helping them cover the cost of care for a sick or injured pet. Members have access to group rates and customizable plans.



FAMILY FRIENDLY BENEFITS

Boulder County recognizes the importance of supporting families through a wide variety of life events.

Caregiver Leave Benefit*

Twelve weeks of 100% paid Caregiver Leave is available to all benefit-eligible employees on an annual basis for the birth of their child, adoption of their child, placement of a child with the employee for foster care, or care of a family member. A "family member" includes immediate family members (i.e., those related by blood, marriage, civil union, or adoption), a child to whom the employee stands in loco parentis or a person who stood in loco parentis to the employee when the employee was a minor, and a person for whom the employee is responsible for providing or arranging health-or safety-related care.

Family-Forming Benefits

Our partnership with Progyny provides an inclusive family-forming benefit for every unique path to parenthood. This also expands coverage for individuals and LGBTQ+ couples that don't have a diagnosis of infertility. Both of our medical insurance plans cover treatment for infertility, artificial means of conceiving (i.e. GIFT, ZIFT, IUI, and in-vitro fertilization), donor tissue, and fertility preservation up to a lifetime maximum of \$100,000 (plan copays and deductibles still apply). The coverage also includes a lifetime maximum of \$100,000 for the reimbursement of expenses relating to either a public or private adoption and/or surrogacy expenses.

Breastfeeding Friendly Workplace

We provide free pumping kits that can be used with any one of our hospital-grade pumps in our 30+ Lactation Rooms.

Infants at Work Program*

Boulder County recognizes the importance of supporting parents as they return to work following the birth/adoption of a child. This program allows employees to bring their infant to the workplace up until the time they begin to crawl or reach 12 months of age. Program eligibility is subject to approval from supervisor and HR.

In-Home Sick Child Care Program

Boulder County has partnered with local child care provider, Take-A-Break, to help employees with sick child care needs. This program offers subsidized in-home care for sick children when they cannot go to daycare or to school. Take-A-Break provides trained employees to care for all minor illnesses. You pay the provider \$2 or \$4 per hour at the time of service based on your monthly salary and Boulder County pays the rest of the fee.

Work Life Balance Assistance

Receive assistance with locating resources such as child care, savings on child care, children summer programs, schools, student financial aid, older adult care, caregiver support, pet care, and home repair through our EAP.

*Requires one year of benefits-eligible employment to qualify.

CORE BENEFITS CONTINUED

Transportation

All benefited employees are given an EcoPass that can be used any time on buses and rail lines operated by RTD. Pass holders can take all local and regional bus routes operated by RTD, which can help get you to where you need to go in the Denver metro area. The EcoPass is a \$2,600 value, and also provides valuable discounts at stores and restaurants. We also provide free bikeshare memberships from B-cycle in Boulder and Zagster in Longmont for all county employees, including hourly and interns.

Paid Public Service Leave

Boulder County provides employees with the opportunity to volunteer, while being compensated for eight hours of work annually.

Tuition Assistance*

The county offers \$1,500-\$4,000 each calendar year (based on annual salary) to encourage and provide assistance to employees wanting to further their professional development. Funds are available for job-related and professional development classes as well as classes to learn another language.

Will Preparation

Create your own will online for free through our EAP or Life Insurance providers.

Emergency Travel Coverage

Generall Global Assistance provides help should an emergency happen to you while traveling for business or leisure.

Financial Consultation

Receive a free 30 minute financial consultation through our EAP by phone. Referral resources, links, calculators, and other financial tools are available on the EAP website.

Legal Protection

Our EAP provides 30 minutes of free legal advice. Additional discounts for services beyond the consultation, including drawing documents and court appearances, are available by utilizing preferred attorneys from the EAP website.

"I'm proud that Boulder County recognizes that employee well-being is critical to the success of the organization and ultimately benefits society. Our benefit offerings support employees with their work life balance."

Julia Larsen

Human Resources Director



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