

WELD COUNTY EMPLOYEE BENEFITS



We're excited to have you consider a career with Weld County Government! The benefits of working for Weld County (WC) extend far beyond simply earning a paycheck. You'll find a career that utilizes your strengths and provides opportunities to learn new skills while operating in a workplace culture that values you beyond your contributions as an employee. See what great benefits we provide you with below!

To learn more, visit www.weldgov.com/go/JoinOurTeam or call (970) 400-4435.

HEALTH & WELLNESS

*Seasonal/temporary employees have access to these health & wellness benefits

Medical Plans*



WC offers choice of 2 plans. Standard PPO Plan or High Deductible PPO Plan with an HRA. Same coverage; same network.

Vision & Dental*



Employees have a choice between 3 dental plans and 2 vision plans. Employees must be on a dental / vision plan if on a medical plan.

Medical Clinic*



If you choose a WC medical plan, you get access to on-site clinic offering convenient health care for you & covered dependents ages 2 and older.

Mental Health*



IOME offers free mental health services & wellness support for you & immediate family members! Unlimited 20-minute Wellness Support sessions; 50-minute Therapy sessions (5 per person).

Wellness Program



WC offers challenges, classes, events, CPR/First Aid Certification, & tools for a healthy lifestyle from physical activity to healthy eating w/ yearly monetary incentive.

Life Insurance



WC provides Basic Life Insurance equal to 3 times your annual salary; Short- & Long-Term Disability coverage w/ premiums paid at 100%. You can also purchase additional life insurance.

Flex Spending



WC offers 3 plans for payroll tax savings: Health Care FSA, Health Care Limited at \$2,850/year; Dependent Care FSA at \$5,000/year

Voluntary Benefits



WC offers 3 Aflac policies. Coverage is guaranteed during initial enrollment. Accident, Critical Illness & Hospital Indemnity.

RETIREMENT

County Pension



Full-time employees are automatically enrolled upon employment in the fully funded plan. 9% is contributed by you. You're vested at 5 years.

401K and 457



Offered through Principal as optional plans. Before & after tax options available.

PERA

State retirement plan for Health Department employees only; automatically enrolled; optional 401K.

LEAVE TIME (PER PAY PERIOD)

Vacation Leave



Full-time employees earn 8 hours per pay period; pro-rated for part-time employees. Hours increase after 5, 10, 20 years of employment.

Sick Leave



All employees earn sick leave immediately. Full-time employees earn 8 hours per pay period; pro-rated for part-time employees.

Holidays



Benefit eligible employees receive 11 paid holidays per year.

MORE BENEFITS

Tuition Stipend



Employees working 20+ hours a week who've been w/ WC 6 months can receive tuition assistance for job-related college courses. Annual reimbursement up to \$900.

Discounts



As a Weld County employee, you have access to discounts on phones, computers & more!

Full Time (30 or more hours a week)

Part Time (20-29 hours a week)

AETNA MEDICAL

		Employee	Employee plus spouse OR child(ren)	Employee plus spouse AND child(ren)	Employee	Employee plus spouse OR child(ren)	Employee plus spouse AND child(ren)
STANDARD PPO PLAN	Employee Cost	\$139/mo	\$291/mo	\$552/mo	\$477/mo	\$907/mo	\$1,422/mo
	Deductible	\$1,500	\$3,000		\$1,500	\$3,000	
	CoPay	\$30			\$30		
	Coinsurance	20%			20%		
	Annual max out-of-pocket	\$4,000	\$8,000		\$4,000	\$8,000	
* HIGH DEDUCTIBLE PPO PLAN W/ HRA	Employee Cost	\$113/mo	\$206/mo	\$412/mo	\$452/mo	\$822/mo	\$1,181/mo
	Deductible	\$3,000 medical \$500 pharmacy	\$6,000 medical \$1,000 pharmacy		\$3,000 medical \$500 pharmacy	\$6,000 medical \$1,000 pharmacy	
	CoPay	None			None		
	Coinsurance	None			None		
	Annual max out-of-pocket*	\$3,500 < HRA fund	\$7,000 < HRA fund		\$3,500 < HRA fund	\$7,000 < HRA fund	

*HRA = Health Reimbursement Account funded by Weld County at \$1,000 annually. Pro-rated with dates of when benefits are effective.

DENTAL

		Employee	Employee plus one	Employee plus two or more	Employee	Employee plus one	Employee plus two or more
COUNTY DENTAL (reimbursement plan)	Employee Cost	\$0/mo	\$11/mo	\$18/mo	\$5.50/mo	\$16.50/mo	\$23.50/mo
	Deductible	None			None		
	Cleanings (annual)	1st 100%; 2nd 50%			1st 100%; 2nd 50%		
	Major Services	50%			50%		
	Orthodontic & cosmetic	None			None		
	Maximum benefit	\$1,000	\$1,000 combined		\$4,000	\$8,000 combined	
Choosing a dentist	Any			Any			
CAREINGTON 500 (discount plan)	Employee Cost	\$0/mo	\$6.50/mo	\$8/mo	\$5.50/mo	\$12/mo	\$13.50/mo
	Deductible	None			None		
	Cleanings	\$40 copay			\$40 copay		
	Major Services	Discounted			Discounted		
	Orthodontic & cosmetic	Discounted			None		
	Maximum benefit	Unlimited number of visits			Unlimited number of visits		
Choosing a dentist	In-network only			In-network only			
SUNLIFE (dental insurance)	Employee Cost	\$26.49	\$63.84	\$119.76	\$31.99/mo	\$69.34/mo	\$125.26/mo
	Deductible	\$50	\$150		\$50	\$150	
	Cleanings	Covered at 100%			Covered at 100%		
	Major Services	Covered at 50%			Covered at 50%		
	Orthodontic & cosmetic	None			None		
	Maximum benefit	\$1,700 per person, per year			\$1,700 per person, per year		
Choosing a dentist	Any			Any			

VISION

		Employee	Employee plus spouse OR child(ren)	Employee plus spouse AND child(ren)	Employee	Employee plus spouse OR child(ren)	Employee plus spouse AND child(ren)
COUNTY VISION (reimbursement plan)	Employee Cost	\$5.00/mo	\$10.00/mo	\$19.00/mo	\$5.00/mo	\$10.00/mo	\$19.00/mo
	Eye Exam	50%			50%		
	Glasses	1 pair 50%			1 pair 50%		
	Contacts 1 yr supply	50%			50%		
	Laser Eye Surgery	Not covered			Not covered		
Other Services	Not covered			Not covered			
SUNLIFE VISION VSP (insurance)	Employee Cost	\$7.69/mo	\$16.50/mo	\$24.61/mo	\$7.69/mo	\$16.50/mo	\$24.61/mo
	Eye Exam	50%			50%		
	Glasses	1 pair 50%			1 pair 50%		
	Contacts 1yr supply	50%			50%		
	Laser Eye Surgery	Not covered			Not covered		
Other Services	Not covered			Not covered			