



## **COUNTY OF LYCOMING – FULL-TIME EMPLOYEE BENEFITS SUMMARY**

*\*Eligibility: 1<sup>st</sup> of the month following 30 days of employment\**

### **HEALTH BENEFITS:**

- ✓ **Medical Insurance: Highmark PPO Blue**
  - Deductibles: \$1,000 Individual/\$2,000 EE + 1/\$3,000 Family
  - Co-Pays: \$10 PCP/\$20 Specialist/\$75 ER/\$50 Urgent Care/\$0 Teledoc
  - Opt-Out: Employee paid \$38.46 per pay (\$1,000 annually)
- ✓ **Dental Insurance: Guardian**
  - Core dental plan - *\*free to employee only\**
  - Bi-Weekly Premiums for Core dependent coverage & Buy up plan
- ✓ **Vision Insurance: Guardian – Davis Vision**
  - Bi-weekly premiums
  - Eye Exams every 12 months (\$10 copay)
  - Glasses or Contact Lenses every 24 months

### **LIFE INSURANCE**

- ✓ Guardian Group Life Insurance - \$10,000 in coverage @ no cost
- ✓ Term Life insurance & Long-Term Disability coverage options available

### **PAID TIME OFF BENEFITS**

- ✓ Pooled Leave & Long-Term Sick Leave

<u>SERVICE</u>	<u>POOLED LEAVE</u>	<u>LONG TERM SICK</u>
0-1 Years	10 Days	2 Days/Year
1-4 Years	20 Days	3 Days /Year
5-7 Years	23 Days	3 Days /Year
8-12 Years	26 Days	4 Days /Year
Over 12 Years	29 Days	5 Days /Year

- ✓ 11 Paid Holidays (New Year's Day, Martin Luther King Day, Presidents Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day & the day after, Christmas Day & New Year's Day)

### **BENEFITS FOR THE FUTURE**

- ✓ Defined Benefit Retirement Plan
  - Member Provided Benefit – funded through mandatory 8% employee contribution (max of 18%)
  - ✦ Interest guarantee – no loss of member contributions – 100% vested after 5 years of service
  - County Provided Benefit – funded through County based on retirement age/service years/salaries

### **PROGRAMS & ADDITIONAL BENEFITS**

- ✓ Employee Assistance Program (EAP)
- ✓ Public Service Loan Forgiveness Program
- ✓ Flexible Spending Account
- ✓ Service 1<sup>st</sup> Credit Union Membership
- ✓ YMCA Membership Discount
- ✓ Verizon/AT&T/Sprint/T-Mobile discounts
- ✓ Deferred Compensation Retirement Plans
  - ✦ 457 b plan
  - ✦ ROTH options