



# Dawson County Benefits at a Glance

Full Time employees are eligible for benefits the 1st of the month following 30 days of employment. The plan year runs from July 1 through June 30. Deductibles and out-of-pocket maximums are on a calendar year (January 1 through December 31).

## Dawson County offers the following Benefits to Full Time Employees:

- Cigna HMO and PPO Medical Plans
- Cigna Dental Plan
- Cigna Vision Plan
- Voluntary Life for Employee, Spouse, and Child(ren)
- Short Term Disability
- Long term Disability
- Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account
- Aflac Supplemental Insurance
- Nationwide Pet Insurance
- 401(a)/457(b) Retirement Plan (Dawson County will match up to 5% of employee contributions; employees are eligible for County match after 90 days of employment)
- Tuition Assistance Program
- 14 Holidays per year
- 1 Floating Holiday per year to be used at employee's discretion
- 40 Hour Annual PTO Payout (full time employees may cash out up to 40 hours once per year provided 20 hour PTO balance remains)
- Dawson County Health Rewards Program—earn up to \$150

### Free Employee Benefits Paid for by the County

- County-paid Basic Life Insurance Policy for employees in the amount of \$50,000, \$5,000 for eligible spouse, and \$2,500 for eligible child(ren)
- County-paid Telemedicine Program for employees and their eligible spouse and children
- County-paid Employee Assistance Program for employees and their eligible spouse and children

## Holidays:

- New Year's Day
- MLK Day
- Presidents' Day
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Day
- Floating Holiday

## PTO Accrual Rates

Years of Service	80 Hour Employee		84 Hour Employee		96 Hour Employee	
	Hours Earned Per Year	Accrual Rate Per Pay Period	Hours Earned Per Year	Accrual Rate Per Pay Period	Hours Earned Per Year	Accrual Rate Per Pay Period
0-1	120	4.62	126	4.85	144	5.54
2	144	5.54	151	5.82	173	6.65
3-4	160	6.15	168	6.46	192	7.38
5-9	200	7.69	210	8.08	240	9.23
10-14	224	8.62	235	9.05	269	10.34
15-20	240	9.23	252	9.69	288	11.08
21-24	280	10.77	294	11.31	336	12.92
25+	320	12.31	336	12.92	384	14.77

Benefit Enrollment Sessions are held the 2nd Wednesday every month at 8:30AM. You will receive information regarding your assigned Benefit Enrollment Session during the onboarding process.

## Dawson County provides the following Free Benefits to Part Time Regular Employees:

- County-paid Telemedicine Program for employees and their eligible spouse and children
  - County-paid Employee Assistance Program for employees and their eligible spouse and children
- Benefits become effective the 1st of the month following 30 days of employment*

**Dawson County Board of Commissioners**



**Employer & Employee Insurance Costs**  
**Benefit Plan Year: July 1, 2024 through June 30, 2025**

The semi-monthly amounts shown below are based on 24 deductions. For enrollments or changes occurring during the plan year, deductions are adjusted accordingly.

<b>Cigna OAPIN (HMO)</b>	<b>Total Monthly Premium</b>	<b>Employer Monthly Cost</b>	<b>Percentage paid by County</b>	<b>Employee Monthly Cost</b>	<b>Percentage paid by Employee</b>	<b>Employee Standard Payroll Deduction (per pay period)</b>
Employee	950.08	760.06	80.00%	190.02	20.00%	95.01
Employee + Spouse	1,995.16	1,596.13	80.00%	399.03	20.00%	199.52
Employee + Child(ren)	1,805.15	1,444.12	80.00%	361.03	20.00%	180.52
Employee + Family	2,850.24	2,280.19	80.00%	570.05	20.00%	285.02
In-Network Calendar Year Deductible:			Out-of-Pocket Calendar Year Limit:			
Single:	\$1,500		Single:	\$4,000		
Family:	\$4,500		Family:	\$8,000		

<b>Cigna OAP (PPO)</b>	<b>Total Monthly Premium</b>	<b>Employer Monthly Cost</b>	<b>Percentage paid by County</b>	<b>Employee Monthly Cost</b>	<b>Percentage paid by Employee</b>	<b>Employee Standard Payroll Deduction (per pay period)</b>
Employee	906.31	725.05	80.00%	181.26	20.00%	90.63
Employee + Spouse	1,903.24	1,522.59	80.00%	380.65	20.00%	190.32
Employee + Child(ren)	1,722.00	1,377.60	80.00%	344.40	20.00%	172.20
Employee + Family	2,718.96	2,175.17	80.00%	543.79	20.00%	271.90
Calendar Year Deductible:			Out-of-Pocket Calendar Year Limit:			
	In-Network	Out-of-Network		In-Network	Out-of-Network	
Single:	\$2,500	\$7,500	Single:	\$7,900	\$23,700	
Family:	\$7,500	\$20,000	Family:	\$15,800	\$47,400	

<b>Cigna Dental</b>	<b>Total Monthly Premium</b>	<b>Employer Monthly Cost</b>	<b>Percentage paid by County</b>	<b>Employee Monthly Cost</b>	<b>Percentage paid by Employee</b>	<b>Employee Standard Payroll Deduction (per pay period)</b>
Employee	26.65	0.00	0.00%	26.65	100.00%	13.33
Employee + Spouse	54.23	0.00	0.00%	54.23	100.00%	27.12
Employee + Child(ren)	66.89	0.00	0.00%	66.89	100.00%	33.45
Employee + Family	94.30	0.00	0.00%	94.30	100.00%	47.15

<b>Cigna Vision</b>	<b>Total Monthly Premium</b>	<b>Employer Monthly Cost</b>	<b>Percentage paid by County</b>	<b>Employee Monthly Cost</b>	<b>Percentage paid by Employee</b>	<b>Employee Standard Payroll Deduction (per pay period)</b>
Employee	5.96	0.00	0.00%	5.96	100.00%	2.98
Employee + Spouse	11.92	0.00	0.00%	11.92	100.00%	5.96
Employee + Child(ren)	12.15	0.00	0.00%	12.15	100.00%	6.08
Employee + Family	19.22	0.00	0.00%	19.22	100.00%	9.61

\*Maximum dependent age = 26 (coverage terms at end of month following 26th birthday)

COBRA terms: Employees = 18 months; Spouse (due to divorce/death) = 36 months

<b>Basic Life</b>	<b>Employer Monthly Cost</b>
Employee	6.05
Employee + Dependent	1.59

<b>Telemedicine</b>	<b>Employer Monthly Cost</b>
Employee	4.50