

<p style="text-align: center;">Eligibility and Coverage</p> <p>All full-time (30 hours a week) employees are offered medical, vision, and dental Insurance with coverage beginning the first of the month following 30 days of employment. Gilpin County offers coverage to benefit-eligible employees, their spouses, civil union partners, and the children of either member of such unions.</p> <p>Children are eligible for coverage through the end of the month in which they turn 26.</p> <p>Gilpin County Community Center Discounts 20% off services to all employees not including contract classes.</p>	<p style="text-align: center;">Medical Insurance (Full-Time)</p> <p style="text-align: center;">Cigna Option 1 (OAP) Monthly Cost to Employee</p> <table border="0" style="width: 100%;"> <tr><td>-Employee</td><td style="text-align: right;">FREE</td></tr> <tr><td>-Employee + Spouse</td><td style="text-align: right;">\$21.00</td></tr> <tr><td>-Employee + Child(ren)</td><td style="text-align: right;">\$15.74</td></tr> <tr><td>-Family</td><td style="text-align: right;">\$31.50</td></tr> </table> <p style="text-align: center;">Cigna Option 2 (OAP) Monthly Cost to Employee</p> <table border="0" style="width: 100%;"> <tr><td>-Employee</td><td style="text-align: right;">\$110.46</td></tr> <tr><td>-Employee + Spouse</td><td style="text-align: right;">\$246.28</td></tr> <tr><td>-Employee + Child(ren)</td><td style="text-align: right;">\$229.96</td></tr> <tr><td>-Family</td><td style="text-align: right;">\$359.46</td></tr> </table>	-Employee	FREE	-Employee + Spouse	\$21.00	-Employee + Child(ren)	\$15.74	-Family	\$31.50	-Employee	\$110.46	-Employee + Spouse	\$246.28	-Employee + Child(ren)	\$229.96	-Family	\$359.46	<p style="text-align: center;">Dental and Vision Insurance</p> <p style="text-align: center;">Vision – Eye-Med Free to full-time employees and their family.</p> <p style="text-align: center;">Dental – Delta Dental of Colorado PPO Free to full-time employees Monthly cost Employee and dependent(s) \$66.74</p> <p style="text-align: center;">Individual Deductible - \$50.00 Family Deductible - \$150.00</p> <p style="text-align: center;">Preventive Services paid - 100%</p>
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<p style="text-align: center;">Basic Life, AD&D and Optional Life Insurance</p> <p>Gilpin County provides Basic Life and Accidental Death & Dismemberment coverage in the amount of \$50,000.00 for full-time employees with coverage beginning the first of the month following 30 days of employment. Employee has the option to purchase additional life insurance for themselves, their spouse and children.</p>	<p style="text-align: center;">Long-Term Disability and Short-Term Disability Provided to all full-time employees at no cost.</p> <p style="text-align: center;">Long-Term Care Long-Term care is provided to all full-time employees at no cost.</p>	<p style="text-align: center;">Employee Assistance Program - EAP</p> <p>Employees and members of their household may access resources for a wide variety of services such as but not limited to: counseling, wills, real-estate, identity fraud, discounts, budgeting, college funding, credit and debt issues, tax perp and much more. Available 24/7; completely confidential.</p>																
<p style="text-align: center;">Retirement Savings</p> <p>Gilpin County offers two retirement savings plans for full-time employees.</p> <p>401(a)Deferred Contribution Plan - Mandatory participation. Employee contribution is 5% and matched by the County. Full time employees only.</p> <p>457 Deferred Compensation Plan - Optional Participation- Employees can make deferred contributions up to the IRS limit. Pre-tax and Roth Options are available. Part time employees are eligible.</p>	<p style="text-align: center;">Vacation Time/Holiday Hours</p> <p>Full-time employees working at least 30 hours a week earn 78 hours of vacation accruals annually. Vacation accruals increase to 104 hours after first year of employment. Accruals increase again after 5 and 10 years of employment. Gilpin County typically observes 13 paid holidays (104 hours) annually.</p> <p>Part-time benefit-eligible employees are not eligible for vacation pay.</p>	<p style="text-align: center;">Sick Leave Accruals</p> <p>Full-time employees working at least 30 hours a week earn 104 hours of sick accruals annually at the rate of 4 hours each bi-weekly pay period.</p> <p>Part-time benefit-eligible employees accrue sick leave at 1 hour of sick pay every 30 hours worked.</p>																