

Corrections Union and Sheriff's Office Administrative Support Union **Employees**

The 2023 County contribution will be \$1,450.00 towards a full-time employee's (33 hours or more per week) benefit premiums.

Employees working 25 to 32 hours per week are considered part-time employees and receive ½ of the County contribution (\$725.00) toward their benefit premiums.

Employer mandated benefits are medical, dental, vision, life, long term disability (LTD) and employee assistance program (EAP). Vision coverage is included in the UEBT medical plan.

All Employer benefit dollars go first toward the WCIF coverages listed below.

If your selected coverage costs exceed the amount paid by the employer, you may elect to pay these premiums on a salary-reduction basis through a pre-tax flexible benefits plan offered through payroll deduction. The flexible benefits plan allows you to pay these premiums without paying taxes on the premium dollars. Therefore, the IRS does not allow you to make changes to your selections during the calendar year except for a few very specific qualifying events. Any premium costs in excess of the county contribution must be paid through payroll deduction.

If your selected coverage costs are less than the amount paid by the employer, any remaining County contribution dollars will be used to cover additional voluntary coverage choices for yourself or your dependents. Excess County contribution dollars will be deposited (tax free) into a Health Reimbursement Arrangement (HRA), also known as a Voluntary Employees' Beneficiary Association (VEBA) account, for payment of authorized medical/dental expenses (IRS 213 (d)).

Coverage under these plans is effective January 1, 2023, thru December 31, 2023.

Each year you must elect coverage during the open enrollment period, which occurs each fall for a January 1 effective date.

UNITED EMPLOYEES BENEFITS TRUST (UEBT)

Coverage Cost

Medical Plan AV9	\$1,076.00
Dental Plan D8	120.00
Orthodontia	0.00
Time Loss Plan 2	9.00

WCIF

Term Life Insurance and AD&D-\$24,000	3.60
Long Term Disability (LTD)	5.36
Employee Assistance Program (EAP)	1.76