

Twin Falls County- Employee Benefits

BENEFIT HIGHLIGHTS

BENEFIT	EFFECTIVE OCTOBER 1, 2024	Employee Cost	
Health Insurance	Option 1 Co-Pay Plan with HRA Reimbursement	Bi-Monthly	
Select Health	\$8,000 Individual/\$16,000 Family (In-Network) Deductible. \$9,000 Ind/\$18,000 Family Max OOP	Employee	\$0.00
Member Services 1-800-538-5038	\$30 Primary/\$50 Specialist, \$0 Virtual Co-Pays, 100% Preventive; Urgent Care \$75, ER \$250 then 20% RX- \$15 Tier 1 Generic - Tier 2,3,4 \$30/\$50/\$100 - \$1,500 Brand Deductible on tiers 2-4	Spouse	\$432.40
Member Advocates 1-800-515-2220	DEDUCTIBLE HRA (County Reimbursement submitted to NAVIA for processing) Individual: 80% after \$500 up to \$8,000 Maximum reimbursement \$6,000 Individual Family: 80% after \$1,000 up to \$16,000 Maximum reimbursement \$12,000	1 Child	\$93.80
Selecthealth.org	PRESCRIPTION HRA (County Reimbursement) \$1,500 Max Deductible not applied to Generics 0% of the first \$250, 100% of the last \$1,250 per individual for prescription tiers 2-4	Children	\$310.15
Connect Care Clinic 801-442-2610 6:30-9:30 Daily Intermountainconnectcare.org Or download the mobile app	Option 2 High Deductible with Health Savings Account \$6,000 Individual/\$12,000 Family (Participating In-Network) Deductible \$7,000 Max Out of Pocket \$69 Connect Care Co-Pay Before Ded. \$15 Primary/\$25 Office Visit 80/20 coinsurance after Ded. County will match up to \$150 per month pre-tax to your HSA savings account RX \$7/\$21/\$42/\$100 After deductible. RX preventative list co-pay before deductible HSA plan is paired with a personal savings account at DL Evans Bank	Family	\$651.50
Individual Insurance	Option for Lower Dependent Coverage Based Upon Income	Yourhealthidaho.org	
	Dependent Coverage with Tax Subsidy based upon Income is available during Your Health Idaho open enrollment October 15 - December 15 each year. Go online @ Yourhealthidaho.org or call Your Health Idaho to see if you qualify with a tax credit or apply online or review options.	855-944-3246	
Dental Insurance	PPO Network: \$1,250 Annual Max Benefit with \$300 Rollover of unused benefits up to \$3,050	Bi-Monthly Rate	
Delta Dental Eligibility: 208-489-3582 Claims: 208-489-3580 www.deltadentalid.com	Examinations, and cleaning (every 6 months) x-rays (every 12 months) paid at 100% in PPO Network \$50 Deductible per person/\$150 per family applies to services - \$0% for Preventive in Network Fillings, root canals, extractions, sealants and minor oral surgery paid at 80% in PPO Network Major Services; Crowns, implants, onlays, bridges, dentures You Pay 50% in PPO or 60% Premier Implants are covered with Max lifetime of \$1,200 per tooth or plan max, whichever is less. 50% for PPO Dentists Network / 40% Premier Dentists Network- After Deductible	Employee	\$0.00
Hearing Benefit	SoundCare Annual Hearing Exam 100%, Hearing Aid 50%, Customer Service (800) 487-553	Spouse	\$20.04
Ameritas	Year One Up to \$500, Yr 2, Up to \$750, Year 3 Up to \$1,000 (Based upon per Member enrolled years)	1 Child	\$20.04
Willamette Dental	No annual maximum, No deductible, \$30 Copay per visit Local Anesthesia included.	Children	\$20.04
Dental Blue Connect (Willamette) 1-855-433-6825	Diagnostic and preventive services coverage with office copay. \$3,000 Co-Pay Ortho Coverage. Fillings (Amalgam), \$20 Copay Each, Extractions \$15 Copay, Root Canal subject to Quadrant. Surgical extraction you pay \$100 copay, Crowns you pay \$200 copay, Implant and Misc see SBC. Pre-Orthodontia treatment you pay \$150 copay, Includes Adult and Child Ortho Coverage with CoPay MUST GO TO WILLAMETTE DENTAL FOR SERVICES	Family	\$39.98
Vision Insurance	Frequencies (Months) Exam/Lens/Frames 12/12/12 1x per enrollee every 12 months	Bi-Monthly Rate	
Ameritas	Annual Eye Exam- \$0 Deductible up to \$115 - every 12 months *Based on date of service	Employee	\$0.00
Customer Service: 1-800-487-5553 www.ameritasgroup.com	Frames- up to \$135 every 12 months - Lenses- every 12 months *Based on date of service *Single Vision- up to \$65 *Bifocal- up to \$90. *Trifocal- up to \$125 *Progressive- up to \$155 Elective Contact Lenses - Up to \$185 - VSP - Search for Provider at vsp.com by location LASIK Advantage- Lifetime Benefit- \$350 years 1&2 then \$700 year 3 (*based upon yrs enrolled)	Spouse	\$7.68
Optional Navia Benefits		1 Child	\$7.68
Cafeteria (Section 125) Plan (Optional)	Allows employees to pre-tax insurance premiums for your dependents health, dental or vision as well as supplemental insurance premiums being withheld from payroll	Children	\$7.68
Dependent Care Account (Optional)	Allows employees to contribute pre-tax dollars to reimbursement accounts for qualifying dependent care expenses up to \$5,000 for married and \$2,500 for single employees	Family	\$7.68
Flexible Spending Account (Optional Participation)	Allows employees to contribute pre-taxed dollars to an account for qualifying health care expenses up to a maximum of \$2,000 per year from Oct. 1 through Sept. 30. There is a \$550 carryover. Any remaining funds will be forfeited.	Phone: Ext. 3726 1(425)452-3500 Fax: 1(425) 451-7002 Toll Free: 1(866) 535-9227 Navia Benefit Solutions PO Box. 53250 Bellevue, WA. 98015	
Toll Free: 1-800-669-3539	Claims@naviabenefits.com , use member portal at naviabenefits.com		
Short term Disability	Pays 60% of gross weekly earning - maximum of \$1,000 per week	Paid for by Twin Falls County for all eligible employees working 40 hr+ per week	
USable Llife	Benefits are payable on the 15th day of accident/illness up to 11 weeks. Sick leave must be exhausted. \$25 minimum weekly benefit. Partial disability benefits are available. All Benefits are taxable.		

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Life Insurance	Employee Basic Life Insurance- \$50,000 on all full time active employees	Paid for by Twin Falls
USable	Dependent Life Benefits- \$5,000 for spouse and dependents age 6 months to 26 years old	County for employees
	Dismemberment Insurance- 25% to 100%, depending upon loss	working 40+ hrs/week
	Added Seat Belt Benefit- \$10,000, Adaptive and Restoration, coma and day care benefits	Voluntary Life is portable
	Acccelerated Benefit Available - Benefits are reduced starting at age 70, 75, 80 & 90 at Renewal.	to age 69 within 31 days from
	Travel Assistance- 100+ Miles away from home 24/7 Emergency Medical, travel assistance	end of group coverage
	anywhere in the world by contacting AXA at 866-384-2786 or medassist-usa@axa-assistance.us	1(800) 370-5856
Life Insurance (Voluntary)	Benefits available to employee's up to \$300,000. Spouse up to \$150,000	Premiums based
USable	Benefits are reduced at the age of 70, accelerated benefits available	on age
(Optional)	Step up guarantee of \$130K EE/\$50K SP at annual enrollment with \$10,000 or greater initially	Guarantee through age 69
Employee Assistance Program (E.A.P.)	No-Cost private, professional counseling for you and any immediate family members.	Paid for by Twin Falls
ComPsych	Anxiety and stress, marital and family conflicts, grief and loss,	County for employees
guidanceresources.com	drug, alcohol, physical or emotional abuse, eating disorders, relationship help.	working 40+ hours/week
Web ID: COM589	Financial informaion and resources. Legal support, family source programs	1(800)272-7255
	8 Sessions per topic per year. 24-hour toll free line guidance consultants and Referrals.	Call to schedule
Post Employment Health Plan (PEHP)	Employees who accumulate the maximum of 70 days of sick leave will have the hours they would normally accumulate converted into dollars in the PEHP account. Funds	Nationwide
Nationwide Retirement	are transferred each payday and is used for health-related expenses upon termination.	Plan#0038457-001
457b Deferred Compensation	A voluntary, long-term supplemental retirement saving program using pre-tax and/or post tax payroll contribution option for Retirement Savings.	888-401-5272
Nationwide Retirement	May invest in stocks, bonds, and cash equivalents.	Participant Retirement Help
		877-677-3678
PERSI Base Plan	The BASE PLAN is your regular, mandatory PERSI plan. Your Base plan is based on a defined formula. You can log into your account to view details at www.persi.idaho.gov	www.persi.idaho.gov
PERSI		1(800)451-8228
PERSI Choice 401K	PERSI Choice is a voluntary employee contribution via salary reduction, pre-tax.	Empower-retirement.com
	Rollover contributions from qualified plans may apply.	208-345-5201
	PERSI sharing contributions, if any, determined annually by the PERSI Retirement board.	
Work-Comp Insurance	If you suffer a job related injury or disease, you may be entitled to receive copensation for medical care, lost wages, or other related benefits and/or services depending on your individual situation. Report all job related injury or illness Immediately to Qualify for benefits.	Report to your supervisor
State Insurance Fund		
Unemployment Insurance	County-paid unemployment insurance benefits to employees whose employment is terminated in accordance with the Department of Commerce and Labor regulations	
Twin Falls County		
Supplemental Insurance	AFLAC- Short-term disability, accident, cancer, life, intensive care, catastrophic health event, hospital indemnity, dental, and vision.	Leroy Elliott
(Optional)	COLONIAL- Accident, cancer, critical illness, hospital confinement indemnity, life	208-733-6000
	LEGAL SHIELD- Credit monitoring, identity theft & restoration, preventive law, estate planning, legal and other matters including motor vehicles & family coverage	Troy Gifford
	WASHINGTON NATIONAL- Accident, cancer, critical illness, hospital, life	208-860-8294
	Customer Service 800-525-7662 or online: washingtonnational.com	1-800-654-7757
		www.legalshield.com
		Scott Haynes
		(208) 407-7141
Holidays	New Year's Day, Civil Rights Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day - Additional Days off: Friday after Thanksgiving, Christmas Eve	
Twin Falls County		
Miscellaneous	Health Club Memberships, IDEAL Savings Program, Voluntary benefits (Annual Open Enrollment)	Available to all eligible employees
Twin Falls County	Sheriff's Association, Twin Falls Police FOP Lodge 22, On site flu shots for wellness	
Twin Falls County Clerk's Office - Payroll Department		
Lexanna Rasmussen	(208) 735-4378 Lexanna.rasmussen@tfco.org	Fax:
Becky Hunter	(208)736-4074 bhunter@tfco.org	(208)736-4182
Twin Falls County Website: www.twinfallscounty.org		
Balanced Rock Insurance Agency Inc.		
Lori Bergsma	Lori@balancedrockinsurance.com	Fax:
Jason Bergsma	Jason@balancedrockinsurance.com	(208) 736-1838
Office: (208)736-8111	www.balancedrockinsurance.com	