

BENEFIT OVERVIEW

___ 100% of Health & Dental Benefits paid by the county (employee only) - \$1,101.04 per month

___ \$25.00 Doctor Visit co-pay – Physician must be a United Healthcare provider.

___ You have 30 days to complete your insurance paperwork for you & your family-after that you will be ineligible to apply for additional enrollment until open enrollment is offered.

___ \$25.00 prescription for regular drugs and \$10.00 for generic \$40.00 for any prescription not on the list which will be provided for you when you sign up for your benefits) (you can use any pharmacy) *If you get a 3-month prescription you will be paying for 3 months and not just a fee for a single prescription. **Mail-in prescriptions are now \$50.00 for regular with 3 refills, and \$20.00 for generic with 3 refills.

___ You may use any dentist you wish if he/she accepts MetLife. www.metlife.com/dental

___ Eye Care: Ophthalmologist/Optomtrist accepts MetLife. MetLife must be purchased by employee. See attached sheet on Metlife VSP. www.metlife.com/vision

___ 12 days paid legal holidays

___ 2 weeks of vacation each year. Accrual of vacation will begin immediately; however, you must work for 6 months before you are eligible to use vacation and if you leave before 6 months, you will not be paid.

___ *120 sick hours (15 days) per year (cumulates immediately)

___ *7% of employee's contribution of gross salary towards retirement – You earn 7% interest yearly, vested after 8 years. If you reach retirement age, Hunt County matches 200% of balance at time of retirement.

Retirement Formula – Take your age + years of Service = Time
Take 75 subtract Time divide by 2 = Number
Add Number to age and this is when you can retire.

OR

Reached the age of 60 years and have completed 8 years of employment.

___ *Longevity pays at 4 years (\$600), 5 years (\$750), 6 years (\$900), 7 years (\$1050). Every year after that add \$150.00 per year.

_____ Sick bank pool, run by Hunt County Employees (per new law) eligible to join after 1 year. Only two notices will be mailed out one month prior to your full time hire month. You can join thereafter at anytime. To join, you must donate 24 hours of sick leave and 8 hours every year after that. **You are responsible for following procedures noted in the Hunt County Handbook to start Sick Bank Procedures for medical time-off.**

_____ Hunt County Employee IDs are required for all employees. When you resign or are terminated your Hunt County ID must be returned to your supervisor before receiving your last paycheck.

_____ Direct Deposit is required for all employees. You must have a personal email address.

_____ See all your insurance benefits with United Healthcare on the internet. www.uhc.com

_____ Hunt County Handbook –**You are responsible for reading and adhering to this handbook.**

I understand the benefits mentioned above and have received instruction on each. I understand that the insurance coverage will begin on the 90th day from my hire date.

*** If you have any additional questions, please feel free to contact us in the Human Resources Office at 903-408-4106.