

FLATHEAD COUNTY BENEFITS
FOR ELIGIBLE FULL TIME OR PART TIME (20+hrs/wk) EMPLOYEES
DURING PLAN YEAR 2022-2023

Health Insurance:

Coverage begins the first day of the month following 30 days of hire.

Employees have a choice between a Traditional Health Plan, and a High Deductible Health Plan paired with a Health Savings Account. Flathead County contributes up to \$125 per month (pro-rated based on compensated hours) towards the Health Savings Account.

Both plans include dental and vision coverage.

Premiums Per Bi-Weekly Pay Day:

7/1/2022 to 6/30/2023	Traditional	HDHP/H.S.A.
Self Only	\$32.31	\$0.00
Self & Spouse	\$147.69	\$92.31
Self & 1 Child	\$69.23	\$27.69
Self & 2 or more Children	\$106.15	\$55.38
Family 1 (Self, Spouse, & 1 Child)	\$184.62	\$120.00
Family 2 (Self, Spouse & 2+ Children)	\$221.54	\$147.69
Additional deduction for each hour under 80 in a payroll	\$6.49	\$5.77

Life Insurance:

\$10,000 Group Life and AD&D at no charge to the employee
 Option to purchase additional life insurance

Long Term Disability Insurance

At no charge to the employee (Seasonal Not Eligible)
 Option to purchase additional coverage through Aflac

Retirement:

Montana Public Employee Retirement System (PERS)
 Mandatory membership for employees working more than 960 per fiscal year
 7.9% required pre-tax contribution of gross wages from employee
 8.97% match from County / 0.10% match from State
 Vested after 5 Years Membership
 2 plans to choose from: Defined Benefit or Defined Contribution
 **Option to contribute more towards retirement through a 457 plan (Valic or Lord Abbett).

Flex Plan:

Pre-Tax Health Insurance Premiums
 Medical Spending Account, Maximum Annual Contribution - \$2,850 (Seasonal Not Eligible)
 Dependent Care Spending Account, Maximum Annual Contribution - \$5,000 (Seasonal Not Eligible)

Supplemental Insurance:

Variety of plans offered through Aflac
 Travelers Car & Home Insurance
 Free Employee Assistance Plan

Vacation:

Starts to accrue from 1st pay period, eligible to use after 6 months
 (Pro-rated based on hours worked):
 0-10 years of employment – 15 vacation days per year
 10-15 years of employment – 18 vacation days per year
 15-20 years of employment – 21 vacation days per year
 20+ years of employment – 24 vacation days per year

Sick:

Starts to accrue from 1st pay period, eligible to use after 90 days
 12 sick days per year (Pro-rated based on hours worked)