



Valley County

Benefits at a Glance

as of Oct. 1, 2026

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Retirement		
Benefit	Eligibility	Description
PERSI Base Pension Retirement Plan	Any employee working 20 hours or more per week.	Mandatory defined benefit pension plan. Vestment in 5 years, after which you have a guaranteed retirement for life upon reaching retirement age. General employees can retire upon reaching "Rule of 90" age, public safety employees upon reaching "Rule of 80" age.
PERSI Choice 401(k) Retirement Plan	Any employee working 20 hours or more per week.	Optional 401(k) defined contribution retirement plan where you can put additional money away on a pre-tax basis for retirement. You choose where you want your money invested from a list of PERSI chosen investments. Can be used upon reaching 59½ years of age.
Nationwide 457(b) Deferred Compensation Retirement Plan	Any employee working 20 hours or more per week.	Optional 457(b) deferred compensation retirement plan where you can put money aside on a pre-tax basis for retirement. You choose where money is invested. Can be used upon reaching 55 years of age.

Retirement benefits are effective on the date of hire.

Paid Time Off										
Benefit	Eligibility	Description								
Paid Time Off (PTO)	Any employee working 20 hours or more per week.	Time off with pay for vacation, illnesses, appointments, or any other personal reasons. PTO hours earned are based on regular hours worked, with longevity increases every 5 years. <table><tr><td>< 5 Years</td><td>176 hours per year</td></tr><tr><td>5 - 10 Years</td><td>216 hours per year</td></tr><tr><td>10 - 15 Years</td><td>256 hours per year</td></tr><tr><td>15+ Years</td><td>296 hours per year</td></tr></table>	< 5 Years	176 hours per year	5 - 10 Years	216 hours per year	10 - 15 Years	256 hours per year	15+ Years	296 hours per year
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15+ Years	296 hours per year									
Holiday Pay	Any employee working 20 hours or more per week.	A paid day off for each of the following 11 holidays: New Years Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas.								
Bereavement Leave	Any employee working 20 hours or more per week.	Up to 40 hours of paid time off to spend with loved ones and attend to important needs after the loss of an immediate family member.								

Paid time off benefits are effective on the date of hire.

Health Insurance				
Benefit	Eligibility	Description		
GemPlan Medical Insurance Blue Cross of Idaho	Any employee working 30 hours or more per week.	Preferred provider (PPO) plan. \$500 individual deductible, \$1,000 family deductible. No co-pay or out-of-pocket after deductible is met. Prescription Drug Benefit: \$10 for generic, \$30 for name brand.		
GemPlan Dental Insurance Blue Cross of Idaho	Any employee working 30 hours or more per week.	Traditional dental plan. Preventative care is paid 100%, basic services paid at 80%, and major dental services paid at 50%. \$1,000 lifetime orthodontic benefit for children under 19. \$1,250 per participant annual maximum.		
GemPlan Vision Insurance Blue Cross of Idaho	Any employee working 30 hours or more per week.	Administred by VSP Vision. \$0 for eye exam, \$25 co-pay on frame and lenses every 12 months at participating providers, up to maximum allowance.		
Bi-Weekly Insurance Premiums				
		Medical	Dental	Vision
	Employee Only:	\$0.00	\$0.00	\$0.00
	Employee + Spouse:	\$268.31	\$10.27	\$1.06
	Employee + Spouse + Child:	\$326.40	\$20.55	\$3.74
	Employee + Spouse + Children:	\$486.80	\$21.34	\$3.74
	Employee + Child:	\$58.10	\$10.27	\$1.06
	Employee + Children:	\$243.41	\$21.34	\$3.74
Flexible Spending Account	Any employee working 30 hours or more per week.	Optional benefit that allows you to set aside money on a pre-tax basis for medical or dependent care expenses. Great for daycare, or health care expenses not paid for by insurance like deductibles, copayments, and other out-of-pocket medical costs.		
Employee Assistance Program (EAP)	Any employee working 30 hours or more per week.	Part of the GemPlan medical benefit and administered through BPA Health. Professional counseling services designed to help you and your dependent family members cope with a variety of personal, family, or career challenges. 8 covered visits per person, per incident, per year.		

Health insurance benefits are effective on the first day of the next month following the date of hire.

Additional Insurance		
Benefit	Eligibility	Description
GemPlan Life Insurance	Any employee working 30 hours or more per week.	\$10,000 policy covering the employee, with premiums paid 100% by the County.
NCPERS Life Insurance	Any employee working 30 hours or more per week.	Optional life insurance with a fixed monthly premium (\$16 per month). A decreasing term life policy that pays out less as the covered member ages.
Aflac Insurance	Any employee working 30 hours or more per week.	Optional insurance for employees wishing for additional personal or family coverage. Types of insurance offered includes life (whole and term), disability, extended illness, cancer, and accident.
Pet Insurance	Any employee.	Offered through Spot Pet Insurance, optional insurance for employees' dogs or cats covering accidents, illnesses, chronic issues, and alternative therapies.

Insurance benefits are effective on the first day of the next month following the date of enrollment.