



Dawson County Benefits at a Glance

Full Time employees are eligible for benefits the 1st of the month following 30 days of employment. The plan year runs from July 1 through June 30. Deductibles and out-of-pocket maximums are on a calendar year (January 1 through December 31).

Dawson County offers the following Benefits to Full Time Employees:

- Cigna HMO and PPO Medical Plans
- Cigna Dental Plan
- Cigna Vision Plan
- Voluntary Life for Employee, Spouse, and Child(ren)
- Short Term Disability
- Long term Disability
- Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account
- Aflac Supplemental Insurance
- Nationwide Pet Insurance
- 401(a)/457(b) Retirement Plan (Dawson County will match up to 5% of employee contributions; employees are eligible for County match after 90 days of employment)
- Tuition Assistance Program
- 14 Holidays per year
- 1 Floating Holiday per year to be used at employee's discretion
- 40 Hour Annual PTO Payout (full time employees may cash out up to 40 hours once per year provided 20 hour PTO balance remains)
- Dawson County Health Rewards Program—earn up to \$225

Free Employee Benefits Paid for by the County

- County-paid Basic Life Insurance Policy for employees in the amount of \$50,000, \$5,000 for eligible spouse, and \$2,500 for eligible child(ren)
- County-paid Telemedicine Program for employees and their eligible spouse and children
- County-paid Employee Assistance Program for employees and their eligible spouse and children

Holidays:

- | | |
|-------------------|-------------------------|
| -New Year's Day | -Labor Day |
| -MLK Day | -Veterans Day |
| -Presidents' Day | -Thanksgiving Day |
| -Good Friday | -Day after Thanksgiving |
| -Memorial Day | -Christmas Eve |
| -Juneteenth | -Christmas Day |
| -Independence Day | -New Year's Day |
| | -Floating Holiday |

PTO Accrual Rates

	80 Hour Employee		84 Hour Employee		96 Hour Employee	
Years of Service	Hours Earned Per Year	Accrual Rate Per Pay Period	Hours Earned Per Year	Accrual Rate Per Pay Period	Hours Earned Per Year	Accrual Rate Per Pay Period
0-1	120	4.62	126	4.85	144	5.54
2	144	5.54	151	5.82	173	6.65
3-4	160	6.15	168	6.46	192	7.38
5-9	200	7.69	210	8.08	240	9.23
10-14	224	8.62	235	9.05	269	10.34
15-20	240	9.23	252	9.69	288	11.08
21-24	280	10.77	294	11.31	336	12.92
25+	320	12.31	336	12.92	384	14.77

Benefit Enrollment Sessions are held the 2nd Wednesday every month at 8:30AM. You will receive information regarding your assigned Benefit Enrollment Session during the onboarding process.

Dawson County provides the following Free Benefits to Part Time Regular Employees:

- County-paid Telemedicine Program for employees and their eligible spouse and children
- County-paid Employee Assistance Program for employees and their eligible spouse and children
- Dawson County Health Rewards Program—earn up to \$100

Benefits become effective the 1st of the month following 30 days of employment

Dawson County Board of Commissioners



Employer & Employee Insurance Costs Benefit Plan Year: July 1, 2024 through June 30, 2025

The semi-monthly amounts shown below are based on 24 deductions. For enrollments or changes occurring during the plan year, deductions are adjusted accordingly.

Cigna OAPIN (HMO)	Total Monthly Premium	Employer Monthly Cost	Percentage paid by County	Employee Monthly Cost	Percentage paid by Employee	Employee Standard Payroll Deduction (per pay period)
Employee	950.08	760.06	80.00%	190.02	20.00%	95.01
Employee + Spouse	1,995.16	1,596.13	80.00%	399.03	20.00%	199.52
Employee + Child(ren)	1,805.15	1,444.12	80.00%	361.03	20.00%	180.52
Employee + Family	2,850.24	2,280.19	80.00%	570.05	20.00%	285.02
In-Network Calendar Year Deductible:			Out-of-Pocket Calendar Year Limit:			
Single: \$1,500			Single: \$4,000			
Family: \$4,500			Family: \$8,000			

Cigna OAP (PPO)	Total Monthly Premium	Employer Monthly Cost	Percentage paid by County	Employee Monthly Cost	Percentage paid by Employee	Employee Standard Payroll Deduction (per pay period)
Employee	906.31	725.05	80.00%	181.26	20.00%	90.63
Employee + Spouse	1,903.24	1,522.59	80.00%	380.65	20.00%	190.32
Employee + Child(ren)	1,722.00	1,377.60	80.00%	344.40	20.00%	172.20
Employee + Family	2,718.96	2,175.17	80.00%	543.79	20.00%	271.90
Calendar Year Deductible:			Out-of-Pocket Calendar Year Limit:			
	In-Network	Out-of-Network		In-Network	Out-of-Network	
Single:	\$2,500	\$7,500		\$7,900	\$23,700	
Family:	\$7,500	\$20,000		\$15,800	\$47,400	

Cigna Dental	Total Monthly Premium	Employer Monthly Cost	Percentage paid by County	Employee Monthly Cost	Percentage paid by Employee	Employee Standard Payroll Deduction (per pay period)
Employee	26.65	0.00	0.00%	26.65	100.00%	13.33
Employee + Spouse	54.23	0.00	0.00%	54.23	100.00%	27.12
Employee + Child(ren)	66.89	0.00	0.00%	66.89	100.00%	33.45
Employee + Family	94.30	0.00	0.00%	94.30	100.00%	47.15

Cigna Vision	Total Monthly Premium	Employer Monthly Cost	Percentage paid by County	Employee Monthly Cost	Percentage paid by Employee	Employee Standard Payroll Deduction (per pay period)
Employee	5.96	0.00	0.00%	5.96	100.00%	2.98
Employee + Spouse	11.92	0.00	0.00%	11.92	100.00%	5.96
Employee + Child(ren)	12.15	0.00	0.00%	12.15	100.00%	6.08
Employee + Family	19.22	0.00	0.00%	19.22	100.00%	9.61

*Maximum dependent age = 26 (coverage terms at end of month following 26th birthday)

COBRA terms: Employees = 18 months; Spouse (due to divorce/death) = 36 months

Basic Life	Employer Monthly Cost
Employee	6.05
Employee + Dependent	1.59

Telemedicine	Employer Monthly Cost
Employee	4.50