



MEMORANDUM

Canyon Highway District No. 4

CHD4 Employee Benefits Summary (August 2021)

- 4 day work week (10 hour days) available during spring/summer/fall construction season
- 10 paid holidays/year
- Paid Time Off (includes vacation and sick leave)
 - 0-5 years employment 174 hours/year (4 weeks)
 - 6-10 years employment 197 hours/year (almost 5 weeks)
 - 11-15 years employment 247 hours/year (6 weeks)
 - Max benefit (20+ years) 270 hours/year (6.75 week)
- Health Insurance (includes employee/spouse or employee/children)
 - Current insurance plan: Select Health Silver
 - Maximum out of pocket annual deductible/prescription expenses:
\$1,000/employee \$2,000/family
 - Medical Leave Bank for extended illness (eligible after 5 years employment)
 - Delta Dental plan
 - VSP (LifeMap) Vision benefits
- PERSI (Public Employee Retirement System of Idaho)
 - 7.16% required contribution rate (take it with you whenever you leave)
 - 11.94% employer match (vested after 5 or more years employment with PERSI affiliate)
 - Top 5 public retirement system (management and capitalization) in the US
 - PERSI estimates you collect all of your lifetime contributions back in the first 3 ½ years of retirement
- Optional 401k or 451 retirement accounts with up to 2% employer match
- Life Flight membership
- Employer-paid life insurance policy
- Optional supplement insurance policies (eg: AFLAC)

Note: Employee benefits are adopted by the Board of Commissioners, and may be subject to change. Although the specifics have changed, the majority of the above benefits have been in place or been improved over the past 20 years.