



Westmoreland County Benefits Overview

Your benefits are more than just perks! They're personalized support designed to protect your health, future, and peace of mind.
More information is available upon request.



- Includes health, dental, and vision coverage
- Health Key Advantage Expanded
 - In-Network (Deductible \$100S/\$200F; Out-of-Pocket limit (\$2000S/\$4000F) - **Rates as low as \$279 per month**
- Health Key Advantage 500
 - In-Network (Deductible \$500S/\$1000F; Out-of-Pocket \$4000S/\$8000F) - **Rates as low as \$97 per month**
- Advantage 65 Medicare Supplement for Retirees



- Enrollment is automatic for full-time members
- Plan 1, 2, and Hybrid Plans: 5% mandatory investment
- Hybrid: Optional voluntary contributions up to 4%; County will match a portion up to 2.5%
- Vested after 5-years of employment
- Optional Life Insurance offered through Securian/Minnesota Life



- Disability Insurance
- Accident Insurance
- Cancer Insurance
- Critical Illness Insurance
- Hospital Confinement Insurance
- Life Insurance



- Flexible Savings Account (FSA)
- Dependent Care Flexible Savings Account (DCFSA)



- Additional retirement and investment plan options
 - 457(b)
 - Roth 457



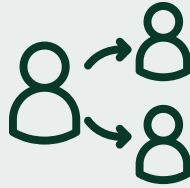
- Cancer Indemnity Insurance
- Accident Indemnity Insurance
- Short-Term Disability Insurance
- Hospital Confinement Plan
- Life Insurance (10, 20, and 30-year Term)

*New hires have 30 days from their hire date to enroll in benefits.
Changes, updates, or additions are only permitted due to a qualifying life event or during Open Enrollment in July.*



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- Employee Leave Sharing Program
 - Compassionate and voluntary opportunity to donate accrued paid leave to County bank
 - Opt-in periods are upon hire or during the Open Enrollment Period
 - More information can be found in the Personnel Policy Manual (Section 5-13)



- Tuition Reimbursement
 - Available for job required and job related training courses
 - Must complete the course with grade of "C" or better
 - Maximum of \$1,500 per fiscal year
 - County Administrator approval required



- WIFI Modems
 - Available for purchase at a discounted cost
 - Cost is deducted monthly from paycheck



- Worker's Compensation
 - Available to all County employees
 - For approved on-the-job injury and illness
- Family Medical Leave Act
 - Available to full-time employees who have worked for the County at least one-year or 1,250 hours
 - Job-protected, unpaid leave for up to 12 weeks



- Paid Time Off (PTO) is provided to full-time employees
 - Annual Leave
 - Compensatory Leave (exempt employees only)
 - Funeral, Military, and Court Leave
- Annual Leave is front-loaded for the first 12-months for new hires
- More information can be found in the Personnel Policy Manual (Section 5)



- Paid Holidays for 16 days, based on 13 recognized holidays with extended time at Thanksgiving and Christmas
- A full list can be found in the Personnel Policy Manual (Section 12-5)