



Boone County Government 2026 Summary of Benefits

(Effective on day one of employment)

Vacation (Annual Leave)

Vacation is accrued based on hours worked and may be used upon date of hire with department approval. For a full-time benefited employee, vacation is accrued as follows:

0 – 1 year:	10 days annually
1 – 2 years:	11 days annually
2 – 3 years:	12 days annually
3 – 4 years:	13 days annually
4 – 5 years:	14 days annually
5 – 10 years:	15 days annually
10 or more years:	20 days annually

Sick Leave

Employees earn 3.6923 hours of sick leave during each 80-hour bi-weekly pay period and may be used upon date of hire with department approval.

Holiday Pay

Eligible employees receive 14 paid holidays per year.

Health Insurance

Employees will have the option to enroll in one of two health insurance plans. Dependent coverage is available to benefited employees and is payroll-deducted. The current employee share of premiums is the following:

High Deductible Health Plan with Health Savings Account

The County contributes \$62.50 to eligible participants' Health Savings Accounts each pay period.

Employee Only	No Cost	
Employee + Spouse	\$183.42 per check	\$366.84/month
Employee + Children	\$137.56 per check	\$275.12/month
Employee + Family	\$320.99 per check	\$641.98/month

PPO Plan

Employee Only	\$20.50 per check	\$41.00/month
Employee + Spouse	\$244.07 per check	\$488.14/month
Employee + Children	\$188.18 per check	\$376.36/month
Employee + Family	\$411.75 per check	\$823.50/month

Dental Insurance

Employee dental insurance is available at no cost to the employee. Dependent coverage is available and is payroll-deducted. The current employee share of dependent dental premiums is the following:

Employee Only	No Cost	
Employee + Spouse	\$11.37 per check	\$22.74/month
Employee + Children	\$8.53 per check	\$17.06/month
Employee + Family	\$19.91 per check	\$39.82/month

Vision Insurance

Employee and dependent vision coverage is also available, with premiums paid for by the employee. Premiums are payroll-deducted. The current vision premiums are the following:

Employee Only	\$4.78 per check	\$9.56/month
Employee + Spouse	\$7.92 per check	\$15.84/month
Employee + Children	\$10.50 per check	\$21.00/month
Employee + Family	\$15.29 per check	\$30.58/month

Cafeteria Plan

All health, dental, and vision premiums are paid pre-tax through payroll deduction. Employees may also choose to have dependent care costs deducted tax-exempt through a Dependent Care Flexible Spending Account. Unreimbursed medical/dental expenses are payroll deducted tax-exempt through a Flexible Spending Account or Health Savings Account.

Wellness Plan

Employees who enroll in health insurance coverage may choose to participate in wellness activities that will earn credit of up to \$200 towards electronic gift cards with select retailers.

Life Insurance

A \$50,000 term life insurance and matching accidental death & dismemberment policy is provided at no cost to employees. Employees eligible for a pension through CERF are also provided a \$10,000 death benefit to designated beneficiary(ies).

Supplemental Life Insurance

Employees may apply for additional term life insurance for themselves and their dependents. The premiums for supplemental life insurance are payroll deducted and based on the age of the employee and covered dependents and the volume of coverage requested. The guaranteed issue amount for new employees who enroll within their first 30 days of employment is \$150,000 for employees, \$50,000 for spouses, and \$10,000 for children.

Long Term Disability

Long Term Disability insurance is provided at no cost to employees. After an elimination period of 180 days, the plan will pay 66.66% of the employee's salary prior to disability (up to a maximum of \$6,000 per month and in coordination with any other pension, retirement, or disability income).

County Employees Retirement Fund (CERF) and the CERF Savings Plan

All eligible employees enter the County Employees Retirement Fund (CERF) upon hire and become vested after eight years. The employee pre-tax contribution towards the plan is a mandatory 4.7% of gross wages. Boone County contributes an additional 2% towards the CERF pension plan.

Employees have the option to make additional contributions into the voluntary CERF Savings Plan deferred compensation program. The CERF Board of Directors decides each year if there will be a match of a portion of an employee's deferred compensation contributions. The current maximum match is 50% of the first 4% of an employee's additional contribution into the CERF Savings Plan. This plan allows the choice of pre-tax or Roth employee contributions.

Nationwide Retirement Solutions Deferred Compensation

Employees may choose to have a portion of their pre-tax salaries invested through the Nationwide Retirement Solutions deferred compensation program. For 2026, Boone County will match 100% of employee contributions up to \$25.00 per pay period. Employees in POST-Certified positions are eligible for a separate Nationwide program which allows them to contribute up to 5% of their gross base wages, which is matched by Boone County 100% after an eight-year vesting period.

Free Parking

Parking is provided free of charge to all benefited employees. Hang tags are provided to all benefited downtown employees for free parking in designated areas.

*Please contact **Boone County Human Resources** at 573-886-4395 if you have any questions.*