



County of Adams

Employee Benefit Program

AFSCME, eff. 01/01/2025

REGULAR FULL TIME BENEFIT ELIGIBLE EMPLOYEE
at least 37.5 hrs per week / 75 hrs per pay period

DIRECT DEPOSIT:

Entire paycheck will be deposited in up to 3 accounts of your choice.

HOLIDAYS: 13 paid holidays

New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving (2 days), Christmas Eve & Christmas Day.

RETIREMENT PLAN:

Pennsylvania Municipal Retirement System (PMRS)

Mandatory employee contribution of 6% of wages beginning on your date of hire. Employee may contribute an additional 10% for the maximum allowed 16%. Vesting occurs at 5 years of service. At that time the County matches a percentage of final average salary at full retirement.

Voluntary John Hancock Plans:

Choose from either a tax deferred 457 B plan or a pre-tax Roth plan that both allow you to save money toward your retirement directly from your paycheck. You can invest as little as \$10.00/pay in either of the mutual funds.

BEREAVEMENT LEAVE:

Eligibility begins on the date of hire for **5 days** leave with pay for the death of spouse, child, stepchild, parent, stepparent, parent-in-law, sibling, step-sibling, daughter-in-law, or son-in-law. **2 days** leave with pay for the death of an employee's grandparent, grandchild, step grandchild, or sibling in law. **1 day** for aunt, uncle, niece, nephew, or spouse's grandparent.

HEALTH INSURANCE

Capital Blue Cross PPO Plan (Medical & Hospitalization)

In Network Deductible:

\$0 for Virtual Care

\$20.00 Co-Pay Office Visits

\$50.00 Co-Pay Specialist

\$75.00 Co-Pay Urgent Care

\$250.00 Co-Pay Emergency Room Visits, waived if admitted

Preventative Care Services administered in accordance with preventative health guidelines and PA State mandates without meeting the deductible and co-pay waived

Capital Blue Cross Vision - NVA

In and Out of Network Coverage. Routine exams, lenses, frames or contact lenses every 12 months.

Sunlife Financial Dental

Deductible waived for routine exams and X-rays. \$50 Deductible for Basic Services and Major Services. Orthodontic benefit for dependent children to age 19. **Optional high-level plan offered at additional cost.*

*Cost is deducted from 24 pays per year

Coverage Level	\$500/\$1000 Deductible	\$1000/\$2000 Deductible
Employee Only	Employee \$44.03 Bi-Weekly	Employee \$10.74 Bi-Weekly
Employee & Child(ren)	Employee \$108.88 Bi-Weekly	Employee \$19.32 Bi-Weekly
Employee & Spouse	Employee \$131.53 Bi-Weekly	Employee \$32.07 Bi-Weekly
Family	Employee \$200.34 Bi-Weekly	Employee \$60.03 Bi-Weekly

Dental and /or Vision only plans are available

Health Insurance is effective the 1st of the month following 30 days on employment.

FLEXIBLE SPENDING ACCOUNTS:

Health Care and Dependent Care Accounts provided by Infinisource that allow you to set aside money for unreimbursed medical expenses and/or dependent care expenses free from Federal and FICA taxes, resulting in a savings to you and your family.

PAID TIME OFF:

Accrual begins the first day of employment; however, cannot be used until after completing 30 days of service.

Paid time off is accrued for each hour worked, up to 40 hours per week. The amount available can be computed by multiplying the number of hours worked by the appropriate accrual factor.

Length of Service	Accrual Factor for each hour worked	Accrual for each pay period based of hours per week.
0 – 12 Months	0.058	80 hrs = 4.64
13-120 Months	0.093	80 hrs = 7.44
121-180 Months	0.115	80 hrs = 9.20
181-240 Months	0.127	80 hrs = 10.16
240 + Months	0.138	80 hrs = 11.04

COUNTY PROVIDED LIFE & AD&D:

Eligibility begins the 1st of the month following 30 days of service. \$25,000 Term Life Insurance and \$10,000 Accidental Death and Dismemberment Insurance.

COUNTY PROVIDED SHORT TERM DISABILITY:

Eligibility begins the 1st of the month following 30 days of service. 60% of weekly earnings not to exceed maximum weekly benefit of \$1250 up to 26 weeks.

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OPTIONAL LIFE INSURANCE:

Provided by SunLife. Eligibility begins the 1st of the month following 30 days of service. Guaranteed coverage of up to \$200,000 without medical questions when first available. If you purchase insurance for yourself, you are eligible to purchase up to 50% for your spouse. There is also an option to purchase either \$5,000 or \$10,000 in dependent life insurance. SunLife offers you an opportunity to purchase extra financial security for you, your spouse and dependents, at competitive group rates.

OPTIONAL SUPPLEMENTAL INSURANCE:

We offer Long Term Disability, Accident, and Critical Illness plans provided by SunLife. Eligibility begins the 1st of the month following 30 days of service. Rates vary depending on circumstances.

WELLNESS INITIATIVE:

The County of Adams believes the best way to control health costs and improve the health of our employees and their family is to have a robust wellness program. We offer a variety of activities and events throughout the year to encourage the development of healthy habits as a lifestyle.

DEPARTMENT OF HUMAN RESOURCES

COURTHOUSE, ROOM 206

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717-337-9822

Michele Miller, MS, SHRM-CP

Director of Human Resources

This information does not guarantee benefits or employment