

Part-Time Employee Benefits

- ❖ **Part-time benefit-eligible employees accrue vacation hours and paid holidays at half the full-time employee rate.**
- ❖ **Part-time benefit-eligible employees accrue sick leave at half the full-time employee rate.**
- ❖ **Medical insurance is available to part-time benefit-eligible employees at a higher cost.**



Gilpin County is a rural community in Colorado's high country, neighboring the Continental Divide, yet less than an hour west of downtown Denver. Residents enjoy a quality of life enhanced by the vast recreational opportunities offered by Golden Gate State Park, the Arapaho and Roosevelt National Forests, the limited-stakes gaming in Black Hawk and Central City, a state-of-the-art recreation center and fairgrounds, low taxes and financially secure local government.

Additional Benefits

- ❖ **Basic Life, AD&D and Optional Life Insurance Gilpin County provides Basic Life and Accidental Death & Dismemberment coverage in the amount of \$50,000**
 - Employee has the option to purchase additional life insurance for themselves, their spouse and children.
- ❖ **Resources for Living-EAP**
 - Employees and members of their household may receive up to five (5) phone or in person counseling sessions per incident
 - Available 24/7; totally confidential
 - Online support for work/life needs
 - Additional resources are available such as will preparation, 30 minute legal consults, secure travel assistance and discounts.
- ❖ **Long-Term Disability**
 - Long-Term Disability is provided to all full-time employees at no cost.
- ❖ **Long-Term Care**
 - Long-Term care is provided to all full-time employees at no cost.

Gilpin County Human Resources

495 Apex Valley Road
Black Hawk, CO 80422
Phone: (303) 951-3673
Fax: (303) 951-3675

www.co.gilpin.co.us/humanresources

Gilpin County Employee Benefits



"Making quality a part of the way we work"

Eligibility & Coverage

All full-time (30 hours a week) and part-time partial benefited employees (24-29) are offered medical, vision and dental Insurance with coverage beginning the first of the month following 30 days of employment.

Gilpin County offers coverage to benefit-eligible employees, their spouses, civil union partners, and the children of either member of such unions.

Children are eligible for coverage through the end of the year in which they turn 26.



Recreation Center

Employees receive a free membership to the Gilpin Recreation Center responsible only for the taxes on the membership. The Recreation Center includes a full fitness center with a basketball court, 2 volleyball courts, a heated swimming pool, kids area with games, ping pong, free weights, exercise equipment, classes, and more



Medical Coverage



Medical Insurance

Anthem Blue Preferred Option I (PPO) Annual Cost to Employee

- Employee FREE
- Employee + Spouse \$240.00
- Employee + Child(ren) \$180.00
- Family \$360.00

Anthem Blue Preferred Option F (PPO) Annual Cost to Employee

- Employee \$889.20
- Employee + Spouse \$2023.44
- Employee + Child(ren) \$1874.16
- Family \$2946.24

Vision – Eye-Med

Free to full-time employees and their family.

Dental – Delta Dental of Colorado

Free to full-time employees Individual Deductible - \$50.00
Family Deductible - \$150.00
Preventive Services paid – 100%

Retirement Savings

Gilpin County offers two retirement savings plans for full-time and part-time partially benefited employees.

401(a) Deferred Contribution Plan

Mandatory participation – Employee contribution is 3% and matched by the County.

457 Deferred Compensation Plan

Optional Participation – Employees can make deferred contributions up to the IRS limit. Pre-tax and Roth Options are available.

Vacation and Sick Leave

Vacation Accrual (Annual)

- Years 0 – 1 : 78 hours
- Years 2 – 5 : 104 hours
- Years 6 – 9 : 156 hours
- Years 10 + : 208 hours.

Sick Accrual (Annual)

104 hours



Gilpin County typically observes 12 paid holidays (96 hours) annually.