

WELD COUNTY SCHOOL DISTRICT RE-5J
KAISER DHMO 1500 FRINGE BENEFITS 2018/2019
EFFECTIVE 7/1/2018

BENEFIT TYPE	MONTHLY PREMIUM KP DHMO 1500	DISTRICT SHARE***	EMPLOYEE SHARE KP DHMO 1500
MANDATORY DEDUCTIONS			
Federal Income Tax and Colorado Income Tax	N/A	N/A	Per Tax Tables
Medicare for employees hired after 3/1/86	N/A	1.45%	1.45%
Public Employees Retirement Association (PERA)	N/A	20.15%	8.00%
INSURANCE AVAILABLE			
Health Insurance through CEPT:			
Employee	741.00	741.00	-
Employee + Spouse	1,443.00	741.00	702.00
Employee + Children	1,368.00	741.00	627.00
Family	1,746.00	741.00	1,005.00
Dental Insurance through CEPT:			
Employee	41.00	41.00	-
Employee + Spouse	83.00	41.00	42.00
Employee + Children	109.00	41.00	68.00
Family	137.00	41.00	96.00
Vision Insurance through CEPT: (Optional)			
Employee	10.00	N/A	10.00
Employee + Spouse	14.00	N/A	14.00
Employee + Children	13.00	N/A	13.00
Family	24.00	N/A	24.00
Life Insurance through CEPT:			
Employee (\$20,000)	2.80	2.80	-
Administrator (\$50,000)	7.00	7.00	-
Additional Life Insurance through PERA (Optional)			
Long Term Disability Insurance through Standard Insurance Company			
(Based on Monthly Salary)		0.310%	-
Eligibility: Certified Staff – Benefits available if .5 FTE or more at a rate proportional to their contract Classified Staff – Benefits available if regularly employed for 30 hrs or more per week *** Represents full time benefits			
OTHER BENEFITS AVAILABLE:			
Section 125 Flexible Benefit Plan (pre-tax) for excess medical, insurance and daycare expenses 7 days sick leave and 4 annual days; if unused, up to 10 days is converted to accrued sick leave at end of school year. This is available for full time employees. Classified employees working less than 30 hrs are eligible for 7 days of sick leave. Leave days will be prorated if employee is hired after beginning of school year. Vacation Leave for 12 month employees (Classified) After 1 year – 5 days 2 years - 10 days, after 6 years – 15 days Other leave available according to district policy guidelines: Jury Duty, Bereavement, Child Care, Leave without pay, Family leave assistance, Professional Numerous tax-sheltered annuity plans available through payroll deduction Direct deposit required for payroll			
NOTE: 100% MANDATORY PARTICIPATION FOR ALL FULL TIME EMPLOYEES ENROLLING IN HEALTH, DENTAL, AND LIFE INS. COVERAGE THROUGH CEPT AT A MINIMUM OF EMPLOYEE COVERAGE LEVEL			