PARK COUNTY
MONTANA

Benefits at a Glance

Fiscal Year 2027

- **Health Insurance** - **Montana Association of Counties Health Care Trust**
  - Employees may choose between six health insurance plans offered, with monthly contribution towards the cost made by the County. County contribution as of July 1, 2026 is $1520.00/month for Full Time Equivalent employees (prorated accordingly for part-time employees). The County Contribution will fully cover Member Only coverage for medical, dental, and vision regardless of plan selected for Full Time Equivalent Employees. Member & Spouse, Children, or Family coverage will incur additional cost above the County Contribution. Any cost above the County Contribution will be made by the employee on a pre-tax basis through payroll deduction.
  - Coverage is effective the 1st of the month following 14 days of employment
  - Additional standalone **Dental** and **Vision** plans are also available
  - High Deductible plans qualify for **Health Savings Accounts**
  - Health **Flex Spending Accounts** and **Dependent Care Flex Spending Accounts** available

- **Life insurance**
  - $25,000 included at no additional cost with enrollment in health insurance plans
  - Available to purchase additional term life insurance up to 4 times annual salary
  - Dependent Life Insurance available for purchase - $2.25/month

- **Retirement Plans**
  - Montana Public Employees Retirement Administration (MPERA): Tax deferred contributions. Employee must elect Defined Benefit or Defined Contribution retirement plan before 1 year of service. An employee is vested after 5 years of service. Employees terminating their employment prior to retirement may withdraw their portion of the contribution, plus interest.
    - Public Employment Retirement System (PERS)
      - 7.09% contribution by employee
      - 9.07% match from employer
    - Sheriff Retirement System (SRS)
      - 10.495% contribution by employee
      - 13.315% match from employer
  - VALIC (Optional Participation)
    - 457(b) Deferred compensation plan pre-taxed or ROTH after tax
  - MPERA through Empower (Optional Participation)
    - 457(b) Deferred compensation plan pre-taxed or ROTH after tax

- **Vacation Leave**
  - Accrues from first day on job
    - From the first full day of employment through ten (10) years of service at the rate of fifteen (15) working days per year.
    - From ten (10) years through fifteen (15) years of service at the rate of eighteen (18) working days per year.
    - From fifteen (15) years through twenty (20) years of service at the rate of twenty-one (21) working days per year.
    - After twenty (20) years of service at the rate of twenty-four (24) working days per year.
  - May use accrued time after 6 months of employment
  - Balance paid out at 100% when you leave employment per law (following 6 months of employment)

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Benefits at a Glance

Fiscal Year 2027

- **Sick Leave**
  - Accrues from first day on job
  - May use after 90 days of employment
  - Estimated accrual is at ~1 day per month
    - Based on hours worked
    - Hours accumulate every year, never lose
    - Balance paid at 25% when you leave employment per law (following 90-day period)
  - Time can be used for bereavement (Up to 5 days if traveling)

- **AFLAC**
  - Optional, supplemental Insurance packages available (e.g. accident, cancer, etc.)
  - Term and Whole Life insurance policies available

- **Employee Assistance Program (EAP) + Other Value-Added Benefits**
  - Employees and their immediate family members may receive up to three in-person sessions with a licensed professional counselor at no charge
  - Additional value-added benefits like Travel Assistance, Medical Bill Saver Assistance, Telemedicine, and more

- **Holidays**
  - 11 Paid holidays in even numbered years, 10 Paid holidays otherwise.
  - If holiday falls on Saturday observed on Friday. If holiday falls on Sunday observed on Monday.
  - Part Time Employees receive prorated holiday pay based on their % of 1.0 FTE.

Holidays:

January 1 – New Year's Day
Third Monday in January – Martin Luther King Jr. Day
Third Monday in February – President's Day
Last Monday in May – Memorial Day
July 4 – Independence Day
First Monday in September – Labor Day
Second Monday in October – Indigenous People's Day/Columbus Day
November, even numbered years – State General Election Day
November 11 – Veteran's Day
Fourth Thursday in November – Thanksgiving Day
December 25 – Christmas Day

- **Discounted Gym Memberships**
  - $5/month corporate discount at Firehall Fitness and/or The Railyard in Livingston.

- **Direct Deposit**
  - Direct Deposit is available with notice of deposits sent by email. Paper checks are available as an alternative.