HIGHWAY DISTRICT No.4
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MEMORANDUM

HD4 Employee Benefits Summary (Effective Jan 2025)

- 4 day work week (10 hour days) available during spring/summer/fall construction season
- 5 day work week (8 hour days) during winter (after Thanksgiving to approx. mid. February)
- 11 paid holidays/year
- Paid Time Off (includes vacation and sick leave)
    - 0-5 years employment 6.7 hours/pay period (almost 4.5 weeks)
    - 6-10 years employment 7.6 hours/pay period (almost 5 weeks)
    - 11-15 years employment 8.5 hours/pay period (5.5 weeks)
    - 16-20 years employment 9.5 hours/pay period (6 weeks)
    - Max benefit (20+ years) 10.4 hours/per period (almost 7 weeks)
- Health Insurance (HD4 pays for employee/spouse or employee/child monthly premiums)
    - Insurance plan: Select Health Silver 5500 HSA – Annual Deductible of $5,500 employee / $11,000 family
    - HD4 through APA Benefits reimburses the FIRST $4,000 employee / $8,000 family toward the annual deductible expense, than the employee pays the remainder of the out-of-pocket if that amount is reached as follows: max. out-of-pocket annual deductible expenses could be $1,500 employee / $3,000 family
    - Extended Medical Leave Policy for extended illness or medical procedure
    - Delta Dental plan
    - VSP (United Heritage Insurance)Vision benefits (New Vision Provider for 2024)
    - NICE Healthcare Plan (This was NEW in 2023)
- PERSI (Public Employee Retirement System of Idaho)
    - 7.18% required contribution rate (take it with you whenever you leave)
    - 11.96% employer match (vested after 5 or more years employment with PERSI affiliate)
    - Top 5 public retirement system (management and capitalization) in the US
    - PERSI estimates you collect all of your lifetime contributions back in the first 3 ½ years of retirement
- Optional 401k and/or 457b retirement accounts with up to 4% Employer Match (This was Increased in 2023)
- Life Flight membership for you and your family
- Employer-paid life insurance policy
- Optional supplement insurance policies (ex: AFLAC)
- The fringe benefits portions paid for the employee by HD4 equates to approximately 50% of an employee's total wages

Note: Employee benefits may be subject to change. Although the majority of benefits have been in placed or improved over the past decades.