

Columbia County 2026 Benefit Summary

2026 Insurance Rates

Non-Union			
	Monthly	Pay 1	Pay 2
Single	\$141.50	70.75	70.75
Parent/Child	\$211.88	105.94	105.94
Parent/Child(ren)	\$435.05	217.53	217.53
Employee & Spouse	\$487.86	243.93	243.93
Family	\$607.58	303.79	303.79
Delta Dental of PA			
	2026 E/ee		
Single	0.00	0.00	0.00
Parent/Child(ren)	37.01	18.51	18.51
Employee & Spouse	29.05	14.53	2.00
Family	71.74	35.87	35.87
Vision at 100%			
	2026 E/ee		
Single	0.00	0.00	0.00
Family	6.92	3.46	3.46

If selecting medical coverage

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Opt Out Bonus \$ 450.00, Paid monthly, with proof of insurance elsewhere
Dental and vision rates are adjusted to full premium amount

For GHP only: Spouses are ONLY covered if they do not have access to health insurance from their current employer.

Life Insurance The county pays for a \$10,000 policy for employee only.

Retirement

Defined Pension Plan

- Mandatory
- Requires an 8% minimum contribution
- Can contribute up to 18% of paycheck (9-18% are post-tax dollars)
- County Contribution if criteria is met
- Five (5) years to vest
- Can retire after 20 years of service and age 55
- If you do not work 20 years of service, can retire at age 60
- Money cannot be touched until either retire or leave employment

Nationwide 457 (b) plan

- Voluntary
- Contributions are pre-tax dollars
- No county contribution
- Similar to 401 (k)
- Can borrow against plan for financial hardship

Paid Leave

- 13 Paid Holidays
- 3 paid Personal Days

Vacation

less than 1 year - prorated 5 days
After completion of years 1, 2, 3 - 10 days
After completion of years 4 thru 15 - 15 days
After completion of year 16 - 16 days
Earn a day a year until 25 years.
25 years + - earn 25 days
Can roll five (5) vacation over to next year

Sick

less than 1 year - prorated 5 days
After completion of years 1, 2, 3 = 10 days
After completion of years 4 + = 15 days
Sick time accumulates until 185 days
Retirement payout of sick time based on a calculation of the amount of sick time earned and not used

Schedule

Core hours are 8:00 AM - 4:30 PM, unpaid hour for lunch
Can flex hours if need to work late or early

Pay

Annual COLA increase on Jan 1.

Employee Assistance Plan (EAP)

Free counseling sessions for employee and dependents

STOPiT App

A method to report workplace issues anonymously

AFLAC Insurances

Five (5) Policies
Short-Term disability
Accident Advantage
Plus Rider
Cancer Protection
Critical Care
Voluntary
Price based on age/salary