



2022 [City of Blackfoot](#) Benefits Fact Sheet

The benefits offered by the City of Blackfoot are designed to provide a comprehensive benefits package for you and your eligible dependents and include:

- Medical Coverage
 - Preferred Blue PPO Plan ([Blue Cross of Idaho](#)) via [III-A](#)
 - Employee cost share is dependent upon participation in annual wellness initiative
 - Telehealth Options
- Dental Coverage
 - [Blue Cross of Idaho](#)
 - Paid at 100% by the City for you and your eligible dependents
- Vision Benefit
 - [VSP](#)
 - Paid at 100% by the City for you and your eligible dependents
- Employee Assistance Program (EAP) and Wellness
 - III-A Personalized Programs for member Cities
 - Telehealth Options
- Health Resource Account (HRA) providing for a buy-down of the annual deductible
 - Managed by [BenX](#)
- Savings available for Dependent Care Account and Flexible Spending Account (FSA)
 - Managed by [BenX](#)
 - FSA allows for an annual \$550 roll-over
- Life Insurance & Accidental Death & Dismemberment (AD&D) coverage for you and your spouse available for employees working 30 or more hours/week
 - One America
 - Basic Life
 - Employee \$15,000
 - Spouse \$10,000
 - All Dependent Children \$10,000
- AD&D
 - Employee, Spouse, Dependent Children \$15,000
- Voluntary Life Insurance
 - [One America](#)
 - Ability to purchase additional coverage for Employee, Spouse and unmarried Dependent Children
- Short Term Disability
 - Paid at 100% by the City of Blackfoot
- Additional Benefits
 - \$15,000 III-A-Paid Life Insurance for Full Time Employee through [One America](#)
 - [Public Employee Retiree System of Idaho](#) (PERSI) Participation with City contribution
 - [PERSI](#) Choice 401k
 - VALIC Deferred Compensation 457 Plan
 - [NCPERS](#) Life Insurance and AD&D Plan through PERSI
 - [Transamerica](#) supplemental insurance solutions for Accident, Cancer and Critical Illness

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