

## SUMMARY OF BENEFITS

### HEALTH INSURANCE

All permanent full-time and permanent part-time employees working **30 hours or more per week** are eligible for health insurance benefits under a group plan on the first day of the month following completion of thirty (30) days employment with the county. Specific benefits and plans are outlined in the pamphlet given to you at the time of your employment. Seward County pays 80% of your monthly premium and the employee pays the remaining 20%. Health Insurance rates for Seward County are as follows:

<b>Employee:</b>	<b>\$168.73/month</b>
<b>Employee + 1:</b>	<b>\$306.81/month</b>
<b>Family:</b>	<b>\$459.71/month</b>

### OTHER INSURANCES AVAILABLE

Other insurances are available through separate entities than Seward County. These insurances include dental, vision, long-term disability, accident insurance, and many others. However, Seward County does not contribute to the premium of these insurances. The monthly contribution is the employees' responsibility only.

### SICK LEAVE

Permanent Full-Time and Permanent Part-Time employee working 1560 hours or more per year shall be entitled to sick leave. At the completion of the employee's first month, Permanent Full- Time employees shall accrue full pay in the amount of eight (8) hours per month.

### VACATION LEAVE

Permanent, full-time and part-time employees working a *minimum* of 1560 hours per year shall be entitled to vacation leave. Permanent, part-time employees, working a *minimum* of 1560 hours per year, shall accrue vacation leave on a pro-rated basis. Permanent, part-time employees working *less* than 1560 hours per year and temporary employees are not eligible for vacation leave benefits.

Vacation leave accrual shall begin at date of employment and will be pro-rated during the employee's first month of employment. Thereafter, vacation leave accrual shall occur on the first day of each new month.

Vacation leave accrual from the start of employment to the end of the 1st year is 3.33 hours per month (5 days per year) with the maximum accrual allowance for the 1st year of 40 hours. Please see Personnel Manual for accrual rates per year beyond the 1st year of employment.

### RETIREMENT

Each employee contributes 4.5% of his/her monthly gross income with the County also contributing 6.75% monthly.

## **HOLIDAYS**

Official holidays authorized by the County Board are as follows:

- New Year's Day
- Martin Luther King, Jr.'s Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Floating Personal Holiday
  - o Eight (8) hours which must be used during the calendar year
  - o Accrued on January 1st (to be prorated the first year of service)
  - o Time off must be approved by the Department Head/Official
- Any day declared as a holiday by the Governor of Nebraska (except Arbor Day)