



# SUMMARY OF BENEFITS

## HEALTH INSURANCE

All employees working 30 hours or more per week are eligible for health insurance, beginning the 1st of the month following 30 days. We pay 90% of employee-only premium and 80% of employee +1 and family plans. Bi-monthly rates are:

Employee	Bi-Monthly Rates
Employee	\$53.22
Employee +1	\$193.54
Family	\$289.99

Coverage Details	Cost
Deductible	\$500 ind./ \$1,000 family
Max Out of Pocket	\$750 ind./ \$1,500 family

## SICK LEAVE

All employees who work 1,560 hours or more a year will accrue 8 hours of sick leave a month (prorated for part-time employees) beginning with the completion of their first month employed with Seward County. The maximum balance is 680 hours.

## VACATION LEAVE

All employees who work 1,560 hours or more a year will accrue vacation leave, beginning on the employee's first day of employment and prorated for their first month. For the first year of employment, employees will earn a total of 5 days a year, doubles after the second year, and increases each service year thereafter.

## COMP TIME

All non-exempt (hourly) employees who work over 40 hours in one week will receive compensatory time at 1.5x the number of hours worked to use as PTO or an overtime payout. Law enforcement employees receive compensatory time for working over 80 hours in a pay period.

## ADDITIONAL INSURANCES

In addition to health insurance, we offer a variety of excellent benefit options. These include Dental, Vision, Long-Term Disability, Accident Insurance, 457b, Life Insurance, and more.

## RETIREMENT

All full-time employees are required to enroll in the NPERS County Retirement Plan (certain part-time employees are also required). The employee contributes 4.5% and Seward County matches your contributions at the rate of 150%. Law Enforcement employees receive an additional 2%.

## HOLIDAYS

All employees working 30 hours or more per week are eligible to receive holiday pay. If a non-exempt (hourly) employee works on a holiday, they receive 2.5x their hourly rate.

- New Years Day
- Martin Luther King Jr. Day
- Presidents Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

In addition, employees receive:

- Floating Personal Holiday
  - Must be used within each calendar year
  - 8 hours, prorated for new employees
- Any day declared as a holiday by the Governor of Nebraska (except Arbor Day)