



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, Cancer Insurance, various Life Insurances, and more.

RETIREMENT

All eligible employees are required to enroll in the NPERs County Retirement Plan. The employee contributes 4.5% and we match your contributions at the rate of 150%. Law Enforcement employees receive an additional contributions. You are vested after three years, or earlier under certain qualifications.

We also offer a 457 Deferred Compensation Plan, where you have the opportunity to invest in various stock options and funds while working with a financial representative. More information at time of hire.

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
- Any day declared as a holiday by the Governor of Nebraska (except Arbor Day)

EMPLOYEE ASSISTANCE

All employees and their families are eligible to take advantage of our Employee Assistance Program which provides services in dealing with life's challenges, such as free counseling, work-life balance resources, legal/financial consultation, referral services, and more. All information is confidential.