



SARPY COUNTY EMPLOYEE BENEFIT LIST: Chief Deputies

A Chief Deputy is a political position, APPOINTED by the Elected Official pursuant to Neb. Rev Stat. § 23-2518. The Elected Official, in his or her sole discretion, determines whom to appoint and whether to retain that individual.

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Unless otherwise specified, an employee must work an average of at least 30 hours per week to be eligible for benefits.

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THIS INFORMATION IS INTENDED TO BE INFORMATIVE OF THE GENERAL NATURE OF BENEFITS TO WHICH AN EMPLOYEE MAY BE ELIGIBLE. THE INFORMATION IS NOT INTENDED TO BE BINDING ON SARPY COUNTY, AND SHOULD NOT BE CONSTRUED TO CREATE A CONTRACT OR AN OFFER TO CONTRACT. THE ACTUAL BENEFITS ARE DEFINED BY VARIOUS OTHER LAWS, REGULATIONS, POLICIES, RESOLUTIONS, AGREEMENTS, AND/OR CONTRACTS. PLEASE REFER TO THE APPLICABLE DOCUMENT(S) FOR FURTHER INFORMATION. THESE BENEFITS MAY BE MODIFIED FROM TIME TO TIME, WITHOUT FURTHER NOTICE TO THE EMPLOYEES.

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HEALTH INSURANCE

Employees must select health insurance coverage within 30 days from the employment or eligibility date.

<u>POSITION</u>	<u>COUNTY CONTRIBUTION</u>
Chief Deputies:	90% Single 83% Family / 2-Party

The employee is responsible for the remaining portion of the premium, which is deducted in two equal parts from the first and second paycheck of each month. Sarpy County partially 'self-funds' IN-NETWORK deductibles / out of pocket maximums for health insurance.

Please visit sarpy.com/humanresources for information.

LIFE INSURANCE and ACCIDENTAL DEATH & DISMEMBERMENT

The County provides \$45,000 Group Term Life Insurance coverage for the employee. Supplemental insurance may be purchased at hire or at open enrollment through the insurance carrier. Please review your Certificate of Coverage booklet for further detailed information, restrictions, and specifics.

Please visit sarpy.com/humanresources for Certificate and other information.

LONG TERM DISABILITY INSURANCE

This benefit is County Paid. Eligibility for Long Term Disability begins one year from date of eligibility. Benefits would begin after 90 days of continuous disability with a monthly benefit of 66 $\frac{2}{3}$ % of the employee's earnings, with a maximum benefit of \$6,000 per month. This benefit is subject to approval and amounts are subject to taxes; Social Security and other forms of compensation may also offset amounts. Please review your Certificate of Coverage booklet for further detailed information, restrictions, age limits, and specifics.

Please visit sarpy.com/humanresources for Certificate and information.

DENTAL INSURANCE

Employees must select dental insurance coverage within 30 days from the employment or eligibility date. Enrollment is not automatic; an employee must complete an enrollment form and submit prior to their eligibility date.

The premium for dental coverage will be deducted from the first payroll period each month upon reaching eligibility. The coverage year begins each January 1 and the annual maximum benefit per calendar year is \$1,500.00 per covered patient. Refer to the employee plan booklet provided for further information. **IMPORTANT:** Providers outside of the network may be used; however, only "reasonable and customary" charges will be paid at the rate specified for the procedures.

Should you enroll, please visit sarpy.com/humanresources for information.

EMPLOYEE ASSISTANCE PROGRAM

Sarpy County has an Employee Assistance Program (E.A.P.) to offer this unique benefit. EAP is a short-term counseling service to help you and your eligible family members work through personal problems, such as marital conflicts, grief issues, stress, legal problems, emotional difficulties, substance abuse, financial troubles, plus more. When you use these services, you are assured of absolute confidentiality. If you directly contact an EAP counselor, no one will know. All sessions are confidential, a critical element in an EAP's success. Unless appointments are due to a Supervisory Referral, Information is not released without your written permission.

Please visit sarpy.com/humanresources for provider contact and website information.

CHIEF DEPUTIES
EMPLOYEE BENEFITS

PENSION

Full-time employees' participation in the Nebraska Public Employees Retirement Systems (NPERS) is mandatory (state statute).

Part-time employees' participation in the Nebraska Public Employee's Retirement System is mandatory for those working twenty (20) hours or more per week. Those working less have the option to elect voluntary participation.

Please visit sarpy.com/humanresources for information.

TAX DEFERRED COMPENSATION

Please visit sarpy.com/humanresources for information.

ACCIDENTAL, HEALTH, and CANCER INSURANCE

Please visit sarpy.com/humanresources for information.

FLEXIBLE BENEFIT PLAN

This benefit, allows you to pay for un-reimbursed eligible medical expenses and dependent care expenses with "pre-tax" dollars, which means that you get a tax break for these expenses. These plans are authorized under IRS Code Section 125 and are often referred to as Flexible Spending Accounts (FSA's).

New enrollment is required each plan year and there are limited circumstances for terminating or changing your election prior to the end of the plan year.

Dependent Care: up to \$5000 per plan year.

Medical / Health: per PPACA, IRS sets amount per plan year; Sarpy County will determine final amount.

Please visit sarpy.com/humanresources for information.

HOLIDAYS

In addition to any other days that may be designated by the Employer, the following are paid holidays for all Chief Deputies:

New Years' Day	January 1
Martin Luther King Day	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	4 th Thursday in November
Day after Thanksgiving Day	4 th Friday in November
Christmas Day	December 25

Holidays which fall on a Sunday shall be observed on the following Monday; those falling on Saturday shall be observed on the preceding Friday.

Please visit sarpy.com/humanresources for information.

SICK LEAVE*

The purpose of sick leave is to provide a benefit to those eligible county employees who are unable to attend work due to short-term illness or injury.

Accrual and Accumulation

1. Chief Deputies will accrue sick pay benefits at a rate of 4.00 hours per payroll period (104 hours per year).
2. One thousand forty (1040) hours of sick leave may be accumulated. A Chief Deputy who has accumulated eight hundred (800) hours of sick leave may, at the employee's option, convert their sick leave at a 2 to 1 ratio to vacation or pay, up to a maximum of two hundred and forty (240) hours of sick leave, to one (1) hour of vacation or one (1) hour of regular pay. This conversion may only be made once per calendar year.

Please visit sarpy.com/humanresources for further information.

CHIEF DEPUTIES

EMPLOYEE BENEFITS

VACATION LEAVE*

Chief Deputies are eligible to accrue vacation hours each bi-weekly pay period, as long as they remain in a paid status. Unless otherwise approved at the discretion of a superior, employees in an “Introductory Status” shall earn vacation time from their starting date of employment, but may not take vacation leave until the completion of their introductory period.

The Employer shall compensate Chief Deputies with vacation time computed as follows:

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Years of Service	Accrual Per Pay Period	Annual Accrual
1 – 9 years	4.923 hours	128 hours
10 years	5.230 hours	136 hours
11 years	5.538 hours	144 hours
12 years	5.846 hours	152 hours
13 years	6.153 hours	160 hours
14 years	6.461 hours	168 hours
15 – 19 years	6.769 hours	176 hours
20 – 24 years	7.231 hours	188 hours
25 – 29 years	7.538 hours	196 hours
30 or more years	7.846 hours	204 hours

**Beginning 09/30/2018.*

EDUCATION REIMBURSEMENT

The County will reimburse an eligible Employee as follows:

Up to 90% of the cost of tuition, required books, and class-associated fees for approved technical or undergraduate level courses up to a maximum of \$2,000 per fiscal year, or approved graduate level courses up to a maximum of \$2,500 per fiscal year.

Employees will be eligible for reimbursement if they have complied with all provisions of Policy and receive a letter grade of A, B, or C, or a “Pass” grade for “Pass/Fail” courses

Receipts are required before reimbursement will be paid. *(Nonreimbursable fees include, but are not limited to, student activity fees, parking fees, etc.)*

Please visit the Human Resources page at sarpy.com/humanresources for policy, procedure, and further information.

RETIREMENT*

A Chief Deputy (see resolution 2013-129) who retires with a minimum of 15 years of continuous service and is at least age fifty-five (55) years until reaching his/her sixty-fifth (65th) birthday, may continue in the County's primary health insurance program. The premium paid by the County for those qualifying is as follows:

Age fifty-five through fifty-nine (55-59): The County will pay 50% of the monthly premium for single, employee/spouse employee/child(ren), or family coverage for employees.

At age sixty (60) until reaching their sixty-fifth* (65th) birthday: The County will pay 100% of the monthly premium for single and 50% employee/spouse, employee/child(ren) or family coverage for employees.

Eligible employees must be enrolled in the current County Health program prior to retirement. (Prior to reaching age 65, the employee is advised to contact the Social Security Administration to begin the transition process for Medicare coverage and research possible Medicare supplemental insurance coverage prior to enrolling in specific Medicare option(s).*)**