

CHIEF DEPUTY BENEFITS (EXCLUDING THE CHIEF DEPUTY SHERIFF)

Chief Deputy Benefits are currently established by a document entitled “Sarpy County Employee Benefit List: Chief Deputies” (dated June 24, 2010) (hereinafter referred to as “Benefit List”) as well as Resolution 2013-129. The Benefit List is available at Attachment “A” and Resolution 2013-129 is available at Attachment “B.”

This document is intended to be a summary of the Benefit List and Resolution 2013-129. It is informative of the general nature of benefits to which a Chief Deputy may be eligible. The information is not intended to be binding on Sarpy County and should not be construed to create a contract or offer to contract. Should there be a conflict between this summary and the Benefit List and Resolution 2013-129, with regards to a substantive benefit (excluding updated vendor information) the information contained within the Benefit List and Resolution 2013-129 shall apply.

1. Health and Dental Insurance. Per Resolution 2013-129, health and dental insurance are offered at the same terms and conditions as is offered to other employees, excluding employees that are part of a collective bargaining agreement. For current insurance coverage information, please click here: [health and dental insurance](#).
2. Retiree Health Insurance. Eligible Chief Deputies must be enrolled in the County’s group health insurance prior to retirement. If a Chief Deputy’s share of premium cost is not paid and received by the County prior to the monthly premium due date deadline, such coverage shall be terminated. Certain processes may apply if a Chief Deputy chooses to remain enrolled in the County’s group health insurance after the age of 65. Please contact Human Resources for more information. Retiree health insurance is found Attachment “C.”
3. Life Insurance and Accidental Death and Dismemberment. The County provides a \$45,000 term life insurance policy. Supplemental insurance may be purchased at hire or at open enrolment through the current vendor.
4. Long Term Disability. Eligibility for Long Term Disability begins one year from date of employment. The Chief Deputy must be under the age of 70. Benefits would begin after 90 days of continuous disability with a monthly benefit of 66 ⅔% of the Chief Deputy’s earnings, with a maximum benefit of \$6,000 per month. This benefit is subject to approval and amounts are subject to taxes; amounts also may be off-set by Social Security and other forms of compensation.
5. Pension. Chief Deputies are required by state statute to participate in the Nebraska Public Employees Retirement System. The Chief Deputy contributes 4.5% of his or her salary (gross compensation) for each payroll period. The County contributes an amount equal to 150% a Chief Deputy’s contribution each payroll period (6.75%). These contributions are pre-taxed, not subject to Federal and State income taxes.

Chief Deputies employed after January 1, 2003 must participate in the “cash balance” plan. A Chief Deputy is vested in the retirement plan upon (a) or (b):

- a. Completion of an aggregate three years of Plan participation:
 - i. Three years of contributions; or
 - ii. If hired in 2006, a combination of pre-qualification time plus contribution time to equal three years.
- b. Age fifty-five (55).

If, at the time a person becomes an official of the County and has had prior Nebraska governmental plan participation, that participation may be counted toward vesting.

NOTE: To qualify, an “Eligibility and Vesting Credit Application” must be completed within 30 days of taking office.

6. Employee Assistance Program. Sarpy County has contracted with Alegent Health Employee Assistance Program (EAP) to offer this unique benefit. Alegent EAP is a short-term counseling service to help you and your family begin to 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. To arrange for a private and confidential appointment call the 24-Hour telephone line at 402-398-5566 or 888-847-4975. Information is not released without your written permission.
7. Tax Deferred Compensation (457b). Tax deferred compensation is a voluntary program and no endorsement is made by the County for one company versus another. For current vendor information, please contact Human Resources.
8. Accident, Health, and Cancer Insurance. The policies are voluntary. For current vendor information, please contact Human Resources.
9. Flexible Spending Account. This is a voluntary pre-tax deduction for eligible health related expenses and dependent care. Click here for more information: [FSA](#).
10. 529 Education Savings Plan. This IRS Section 529 college savings program enables individuals to save and invest, on a tax-favored basis, to fund college and graduate school expenses for a child or other beneficiary. This is a voluntary program funded by the participant with after-tax dollars but investment growth is tax-free. Please contact Peter Daiker, Wells Fargo/MassMutual vendor, at 402-445-6496.
11. Holidays. In addition to any other days that may be designated by the Employer, the following are paid holidays for Chief Deputies:

New Years’ Day	January 1
Martin Luther King Day	3rd Monday in January
President’s Day	3rd 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	4th Thursday in November
Day after Thanksgiving Day	4th Friday in November
Christmas Eve (PM only)	December 24
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.

12. Vacation leave. Chief Deputies are eligible to accrue vacation hours each bi-weekly pay period, as long as they remain in a paid status. Chief Deputies 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 six-month introductory period (180 days). Vacation leave is computed as follows:

1-5 years	88 hours vacation	3.385 hrs./pay period
6-9 years	128 hours vacation	4.923 hrs./pay period
10 years	136 hours vacation	5.230 hrs./pay period
11 years	144 hours vacation	5.538 hrs./pay period
12 years	152 hours vacation	5.846 hrs./pay period
13 years	160 hours vacation	6.153 hrs./pay period
14 years	168 hours vacation	6.461 hrs./pay period
15 years	176 hours vacation	6.769 hrs./pay period
20 years	188 hours vacation	7.231 hrs./pay period

13. Sick leave. The purpose of sick leave is to provide a benefit for those individuals who are unable to attend work due to short-term illness or injury. Chief Deputies will accrue sick pay benefits at a rate of 4.00 hours per payroll period (104 hours per year). Accrual and Accumulation:

- a. One thousand forty (1040) hours of sick leave may be accumulated. Chief Deputies who have accumulated eight hundred (800) hours of sick leave may, at his or her option, convert his or her 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.
- b. Sick leave shall not be accrued by emergency or temporary employees.

14. Education Reimbursement. Please click here for more information (see pages 26-28): [education reimbursement](#).

SARPY COUNTY EMPLOYEE BENEFIT LIST: CHIEF DEPUTIES

HEALTH INSURANCE

Chief Deputies are eligible for health insurance benefits immediately upon taking office. The premium is paid in full by Sarpy County. Enrollment must be made within thirty (30) days of taking office. Sarpy County partially 'self-funds' deductibles / out of pocket maximums for health insurance. Employee Benefit Systems, (EBS) administers these County funds used to offset IN-NETWORK services incurring the \$3,000 (single) / \$6,000 (other) BCBS Deductible levels. This requires you to submit BOTH your BCBS and EBS cards when obtaining health care. The current plan is briefly described below; however, the insurance carrier's Certificate of Medical Insurance should be consulted for details. Visit www.bcbsne.com for more information.

Blue Cross and Blue Shield of Nebraska: BluePreferred PPO

Classes of Coverage: Single
 Family
 Employee / Spouse
 Employee / Children

In-Network: Annual deductible: \$500 member/\$1,000 family*
 Max Annual out-of-pocket: \$1,500 member/\$3,000 family*
 Office visit co-pay: \$30 per visit / \$60 for Specialist
 Prescription co-pay: \$10 / \$40 / \$60

*Deductible and Out-of-Pocket Maximums listed are after Partial-Self-Funding contributions.

LIFE INSURANCE and ACCIDENTAL DEATH & DISMEMBERMENT

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

LONG TERM DISABILITY

The MetLife® group policy also includes provisions for Long Term Disability benefits. Eligibility for Long Term Disability begins one year from date of employment. The employee must be under the age of 70. Benefits would begin after 90 days of continuous disability with a monthly benefit of 66 ⅔% 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; amounts also may be off-set by Social Security, Pension, and other forms of compensation.

DENTAL INSURANCE

Chief Deputies are eligible to participate in Dental Insurance immediately upon taking office. The cost of the plan is as follows:

METLIFE® DENTAL

	<u>Employee Pays</u>
Single Coverage	\$0.00
Family Coverage	\$19.00

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 plan year is \$1,500.00 per covered patient. Refer to the Employee Plan Booklet provided by MetLife® Dental for details. **IMPORTANT:** Providers outside of the MetLife® network may be used; however, only “reasonable and customary” charges will be paid at the rate specified for the procedures. This amount is not the same as that paid to MetLife® Network Providers. Visit www.metlife.com/dental for further information.

PENSION

Chief Deputies participation in the Nebraska Public Employees Retirement System is mandatory (state statute).

The Chief Deputy contributes 4.5% of their salary (gross compensation) for each payroll period. The County contributes an amount equal to 150% of your contribution each payroll period (6.75%). These contributions are pre-taxed, not subject to Federal and State income taxes.

Deputies employed after January 1, 2003 must participate in the “cash balance” plan. Information will be provided at the time you enroll.

A Chief Deputy is vested in the retirement plan upon the following:

- a) Completion of an aggregate three years of Plan participation:
 - Three years of contributions, or
 - If hired in 2006, a combination of prequalification time plus contribution time to equal three years, or
- b) Age fifty-five (55).

If, at the time a person becomes an official of the County and has had prior Nebraska governmental plan participation, that participation may be counted toward vesting. **NOTE:** To qualify, an “Eligibility and Vesting Credit Application” must be completed within 30 days of taking office. Please see your Personnel Department for the necessary form.

EMPLOYEE ASSISTANCE PROGRAM

Sarpy County has contracted with Alegent Health Employee Assistance Program (E.A.P.) to offer this unique benefit. Alegent EAP is a short-term counseling service to help you and your family begin to 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. To arrange for a private and confidential appointment call the 24-Hour telephone line at 398-5566 or 888-847-4975. All sessions are confidential, a critical element in Alegent Health EAP's success. Information is not released without your written permission.

TAX DEFERRED COMPENSATION

These programs are available for all employees through the following providers:

Company	Representative	Telephone Number
Lincoln Financial	Steven Cassel	392-0540 ext. 17
Nationwide	Chad Christensen	402/730-6066
A.G. Edwards & Sons	Peter Daiker	496-9700
Aetna Financial Services (ING)	Michael Cain	445-2046

No endorsement is made for one company versus another. You may visit with one or more of the companies and make your decision.

Pre-tax contributions may be made from your pay up to a maximum of \$16,500 in 2009. Contributions are taken out of each paycheck until stopped or changed by the employee. If employee contributions are discontinued due to termination of employment, retirement, experiencing an unforeseeable emergency, or death, the employee has options for continuing the plan, "rolling over" their account, or withdrawing assets. It is recommended that employees discuss options with their account representative prior to making any decision because there may be serious tax implications to consider.

ACCIDENTAL, HEALTH, and CANCER INSURANCE

Supplemental health, accidental health and cancer insurance coverage is available through the following insurance providers:

American Family Insurance Capital American (AFLAC)

Colonial Life and Accident Insurance

Company	Representative	Telephone Number
AFLAC	Dee Coughlin	492-8179
Capital American	Ron Bucklin	331-2122
Colonial	Dean Fornoff	291-8123

As the supplemental insurance is strictly voluntary, you are the policyholder. Please contact a representative directly for further information.

FLEXIBLE BENEFIT PLAN

This benefit, administered under contract by PayFlex Systems USA, Inc. of Omaha for Sarpy County, allows you to pay for un-reimbursed 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).

Examples of un-reimbursed medical expenses are: co-pays for visits to doctors and dentists, eye glasses and exams, prescription drugs, hearing devices, Lasik surgery, smoking cessation program, over the counter medicines and drugs which are used to alleviate or treat sickness or injuries (allergy and cold medications and pain relievers such as aspirin and antacids)and others (Visit www.myPayFlex.com for more details).

The plan year is from July 1 through June 30 of the following year, which coincides with the County’s fiscal year. The County has set the maximum amount that can be set aside for un-reimbursed medical expenses per plan year at \$5,000. Federal law currently limits the amount for dependent care to \$5,000 per plan year. The annual elected amount is deducted from your pay in equal amounts per pay period over the plan year. PayFlex Systems USA, Inc. offers a PayFlex credit card (for use at merchants that accept MasterCard®) for paying authorized expenses from your medical accounts.

New enrollment is required each plan year and there are limited circumstances for terminating the plan prior to the end of the plan year. Please visit www.mypayflex.com for further information.

529 EDUCATION SAVINGS PLAN

This IRS Section 529 college savings program enables individuals to save and invest, on a tax-favored basis, to fund college and graduate school expenses for a child or other beneficiary. This is a voluntary program funded by the employee with after-tax dollars but investment growth is tax-free.

The Sarpy County Board has approved the Putman Investments Advantage Payroll Deduction program for marketing to its employees. The program is offered through A.G. Edwards & Sons, Inc. (Pete Daiker) 496-9700.

HOLIDAYS

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

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 Eve (PM only)	December 24
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.

VACATION LEAVE

All employees, excluding temporary or emergency employees, are eligible to accrue vacation hours each bi-weekly pay period, as long as they remain in a paid status. 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 six-month introductory period (180 days).

The Employer shall compensate full time Employees with vacation time computed as follows:

1-5 years	88 hours vacation	3.385 hrs./pay period
6-9 years	128 hours vacation	4.923 hrs./pay period
10 years	136 hours vacation	5.230 hrs./pay period
11 years	144 hours vacation	5.538 hrs./pay period
12 years	152 hours vacation	5.846 hrs./pay period
13 years	160 hours vacation	6.153 hrs./pay period
14 years	168 hours vacation	6.461 hrs./pay period
15 years	176 hours vacation	6.769 hrs./pay period
20 years	188 hours vacation	7.231 hrs./pay period

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. Chief Deputies who have accumulated eight hundred (800) hours of sick leave may, at the employees 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.
3. Sick leave shall not be accrued by emergency or temporary employees.

EDUCATION REIMBURSEMENT

All salaried (exempt from overtime) employees shall be eligible for educational reimbursement of courses at 90% of the cost of tuition, class related fees (i.e. computer lab, science lab fees) and books up to a maximum of one thousand five hundred dollars (\$1,500.00) per fiscal year. Employees must successfully complete the course with a grade "C" or higher from an accredited college, university, community college or trade school. Receipts are required before reimbursement will be paid. *(Nonreimbursable fees include, but are not limited to, student activity fees, parking fees, etc. - See Policies and Procedures Manual for further information.)*

Please refer to the Sarpy County Policies & Procedure Manual for further specifics.

RETIREMENT

An employee who retires with a minimum of fifteen (15) years of continuous service, is over the age of sixty-two (62), and has not yet reached their sixty-fifth (65th) birthday may continue in the County's primary health insurance program and receive insurance coverage as provided by the primary carrier selected by the County.

Eligible employees must be enrolled in the County health insurance program prior to retirement. If the employee is not enrolled with the primary carrier, such employee is required to change to such carrier prior to retirement. The County will pay seventy-five percent (75%) of the monthly premium for single coverage and fifty percent (50%) of employee/spouse, employee/children or family coverage. If an employee's share of premium cost is not paid and received by the County prior to the monthly premium due date deadline, such coverage shall be terminated.

If you choose to remain a member of the County's group health insurance program, you will need to contact the Social Security Administration *prior* to reaching age 65 to begin the transition process for Medicare coverage. It is recommended that you also research possible Medicare supplemental insurance coverage prior to enrolling in a specific Medicare option.

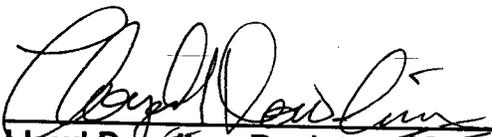
THIS INFORMATION IS INTENDED TO BE INFORMATIVE OF THE GENERAL NATURE OF BENEFITS TO WHICH AN EMPLOYEE MAY BE ELIGIBLE. THE INFORMATION IS NOT INTENDED TO BE BINDING ON SARPY COUNTY, AND SHOULD NOT BE CONSTRUED TO CREATE A CONTRACT OR AN OFFER TO CONTRACT. THESE BENEFITS MAY BE MODIFIED FROM TIME TO TIME, WITHOUT FURTHER NOTICE TO THE EMPLOYEES.

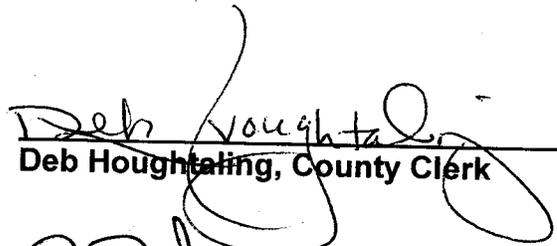
UPDATE: 07-01-2010
Elected Officials

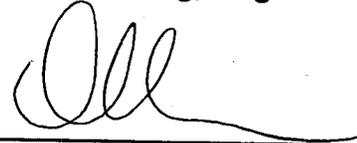
CHIEF DEPUTIES
EMPLOYEE BENEFITS

The Sarpy County Elected Officials recognize that their Chief Deputies must provide effective management and leadership to assure efficient County operations and quality public service within their offices; and

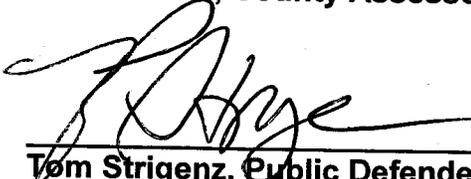
The Officials understand the greater responsibilities inherent in the Chief Deputy's assignments and the additional duties required of said employees; therefore the undersigned Elected Officials collectively agree to revise the "Chief Deputies Employee Benefits List" as attached effective June 24, 2010.

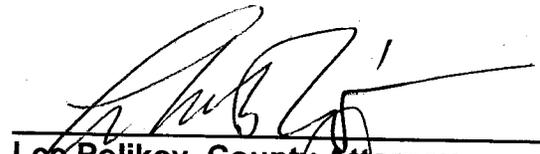

Lloyd Dowding, Register of Deeds

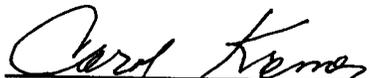

Deb Houghtaling, County Clerk

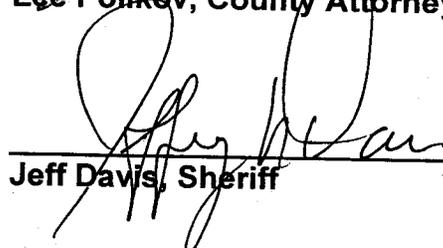

Dan Pittman, County Assessor


Rich James, Treasurer


Tom Strigenz, Public Defender


Lee Polikev, County Attorney


Carol Kremer, Clerk of District Court


Jeff Davis, Sheriff


Tom Lynam, Surveyor

Deb Houghtaling

Fred Uhe
Chief Deputy

Sarpy County Clerk

Renee Lansman
Assistant Chief Deputy

1210 Golden Gate Drive • Papillion, Nebraska 68046-2895
Phone: 402-593-2105 • Fax: 402-593-4360 • Website www.Sarpy.com • Email: Clerk@sarpy.com

Date: June 19, 2010

To: Sarpy County Elected Officials
From: Deb Houghtaling, County Clerk

RE: Chief Deputies' Benefits

You'll remember at our meeting last Thursday that we agreed to review and readdress our Chief Deputies' benefits. By statute the Elected Officials is empowered to appoint a deputy that will be responsible to act on our behalf. If one of us is absent or becomes disabled, our deputies are required to perform our official duties. It is important for us to remember that our deputies play an integral role in the management and/or function of our offices and these positions should be recognized for the greater responsibilities inherent to these positions.

Each County Official manages their office independently with a wide variety of requirements and essential functions that must be met. After our salaries were set we endeavored to determine what would be a fair percentage for our deputies' salaries. At the same time we need to provide an adequate, comparable benefit package while still supporting consistency and fairness among our offices, and to help support budget planning

We did feel it was important to look comparatively at the benefits of the County's "salaried management" in order to determine what adequate benefits would be for our deputies. Since the Elected Officials and Chief Deputies do not receive longevity we felt it was important to make the benefits the deputies receive worthwhile. We all agreed to make revisions to four areas of the "benefit summary" as follows:

Page 1 shows the Life Insurance amount being changed from \$30,000 to \$45,000.

Page 5 adds Christmas Eve afternoon as a "holiday".

Page 6 readdresses sick leave conversion (960 to 800 hrs.) and

Page 7 corrects the Educational Reimbursement to 90%/classes up to \$1,500.

After we agree and sign the attached "Benefit Summary" it is our conclusion that our deputies will be in line with similar positions overall within the county as well as government entities. These changes (highlighted in the attachment) will help us provide our deputies with the benefits we feel are important for them to have. Please let me know if you have any questions or concerns regarding the attached.

Attachment "B"

BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION AMENDING THE HEALTH INSURANCE AND DENTAL INSURANCE
BENEFITS FOR ELECTED OFFICIALS AND CHIEF DEPUTIES

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104 (Reissue 2012), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103 (Reissue 2012), the powers of the County as a body are exercised by the County Board; and,

WHEREAS, pursuant to Neb. Rev. Stat. § 44-1615 (Reissue 2010), the County provides certain fringe benefits inclusive of health insurance and dental insurance to employees; and,

WHEREAS, the Board of Commissioners wish to make the health insurance and dental insurance benefits of all elected officials and chief deputies uniform with the health and dental insurance benefits available to other employees, and,

WHEREAS, it is the intention of this Board to alter said benefits by requiring that the elected officials and chief deputies who enroll in the health and dental insurance offered by the Sarpy County pay insurance premiums in an amount equal to other employees with the same coverage, said action to be effective at the commencement of the next term of office for each elected official and for said change to also be effective as of January 1, 2015 for the chief deputy associated with the office of each such elected official.

NOW, THEREFORE, BE IT RESOLVED BY THE SARPY COUNTY BOARD OF COMMISSIONERS that the health insurance and dental insurance benefits for Assessor, Attorney, Clerk, Clerk of the District Court, Public Defender, Register of Deeds, Sheriff, Engineer and Treasurer as well as the Chief Deputies for each named official, respectively, shall be amended so that all the above officials and chief deputies are hereby entitled to participate in group health insurance and dental insurance, including health insurance that may be available upon retirement, under the same terms and conditions as is offered to other employees, excluding employees that are part of a collective bargaining agreement, as the same may be modified from time to time.

BE IT FURTHER RESOLVED that the change in benefits shall be effective as of the beginning of the next term of office of each of the above mentioned elected officials without further action of this Board. The aforementioned change in benefits shall be effective as of January 1, 2015 for the chief deputy of each of the above mentioned elected official. For any individuals holding the office as an elected official or chief deputy in the prior term, the insurance premiums shall be withheld from paychecks beginning the first of the month prior to the new term of office. For any newly elected official and for any chief deputy who did not hold office as an elected official or chief deputy in the prior term, both of the insurance premiums for January and February of the new term shall be withheld in the January salary payment.

BE IT FURTHER RESOLVED that Resolutions or parts of Resolutions of the Sarpy County Board of Commissioners on said subjects that are in conflict with the provisions of this Resolution are hereby repealed.

BE IT FURTHER RESOLVED that it is the specific intent and finding of this Board, in support of the action set forth above, that this Resolution shall not constitute a decrease in compensation which is prohibited by Article III, §19 of the Constitution of the State of Nebraska, and, if any part, term, condition or provision of this Resolution is held to be illegal or in conflict with any law of this State the validity of the remaining parts, terms conditions, or provisions shall not be affected.

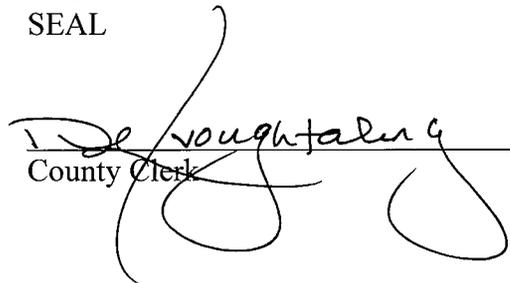
BE IT FURTHER RESOLVED Further, the above changes will remain in effect until such time as the benefit is modified by the Sarpy County Board of Commissioners.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 7th of May, 2013.


Sarpy County Board Chairman



Attest
SEAL


County Clerk

RETIREE Health Insurance Continuation ("Retirement Program") as of January 1, 2016

GROUP	Years of Service	AGES	County Pay %	Approval Date
Employees' Association	15 years	62-65	75% - single 50% - other levels	CBA
AFSCME Local 251	15 years	62-65	75% - single 65% - EE/SP 50% - Family	CBA
FOP-Sworn A	15 years	55-59	50% all levels	CBA
FOP-Sworn* B	15 years	60-65	100% - single 50% - other levels	CBA
FOP-Non Sworn A	15 years	60-61	0%	CBA
FOP-Non Sworn B	15 years	62-65	75% - single 50% - other levels	CBA
FOP-Communications	15 years	62-65	75% - single 50% - family	CBA
Salaried/Management A	15 years	55-59	50% all levels	Res 2011-384
Salaried/Mgt B	15 years	60-65	100% - single 50% - other levels	Res 2011-384
Elected/Chief A	15 years	55-59	50% all levels	Res 2013-129
Elected/Chief B	15 years	60-65	100% - single 50% - other levels	Res 2013-129
Non-Union/Hourly	15 years	62-65	75% - single 50% - other levels	Res 1996-282