



# 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 after 30 days of employment. We pay 80% of the premium and the employee pays 20%. The current rates are as follows:

Employee	\$100.36/bi-monthly
Employee +1	\$182.50/bi-monthly
Family	\$273.44/bi-monthly

## SICK LEAVE

Permanent Full-Time and Permanent Part-Time employees who work 1,560 hours or more a year will accrue 8 hours of sick leave a month, beginning with the completion of their first month employed with Seward County. The maximum balance is 680 hours.

## VACATION LEAVE

Permanent Full-Time and Permanent Part-Time 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 (3.33 hours a month) and increases each service year. For detailed vacation leave accrual schedule and maximum balances, review our personnel manual or contact HR.

## COMP TIME

All non-exempt employees who work over 40 hours in one week will receive compensatory time at 1.5 the number of hours worked. Law enforcement employees receive compensatory time for working over 80 hours in a pay period. The maximum balance is 80 hours. For more details, review our personnel manual or contact HR.

## ADDITIONAL INSURANCES

In addition to health insurance, we offer a variety of excellent insurance options. These options include Dental, Vision, Long-Term Disability, Accident Insurance, Life Insurance, and more. Employees pay 100% of the premiums.

## RETIREMENT

Permanent Full-Time and Permanent Part-Time employees are enrolled in the NPERS County Retirement Plan. The employee contributes 4.5% and Seward County contributes 6.75%.

## HOLIDAYS

Permanent Full-Time and Permanent Part-Time employees receive holiday pay. If a non-exempt 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
  - 8 hours which must be used within each calendar year (prorated for their first year).
- Any day declared as a holiday by the Governor of Nebraska (except Arbor Day).

## COVID-19 LEAVE

All employees receive 80 hours of COVID-related leave beginning their first day of employment. This type of leave does not accrue. For more details, review our personnel manual or contact HR.