

DOUGLAS COUNTY

BENEFITS FOR FULL-TIME REGULAR EMPLOYEES

(Scheduled for 40 hours or more per week)

Douglas County, Nebraska
Effective 1/1/10

VACATION TIME OFF

Time Off is accrued according to the following schedule:

Hire date through 4 years	12 working days per year
5 through 9 years	15 working days per year
10 through 14 years	20 working days per year
15 or more years	25 working days per year

HOLIDAYS

We observe the following twelve paid holidays:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	2nd Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday After Thanksgiving	Friday after the fourth Thursday in November
Christmas Day	December 25
Floating Holiday	Scheduled by request

HEALTH CARE INSURANCE

Effective at 91st day of employment

Douglas County offers a Preferred Provider Organization (PPO) medical plan for employees and their eligible dependents effective on the 91st day of permanent full-time (over 20 hours/week) employment.

VISION INSURANCE

Effective at 91st day of employment

Eye Exam Benefit

All employees and their dependents covered under the medical plan will be able to receive an eye examination from a participating Vision Plan Provider (after the applicable co-pay) each calendar year.

Materials Vision Benefit

Employees may elect an additional vision materials benefit at the same tier level as their medical/dental benefit. The material vision benefit will allow the covered employee and their dependents coverage for frames and lenses or contacts lenses coverage.

DENTAL INSURANCE

Effective at 91st day of employment

Douglas County offers a Preferred Provider Organization dental plan for employees & their dependents effective on the 91st day of permanent full time (over 20 hours/week) employment.

Pre-Tax Premium

Premiums paid by employee for County health, dental and vision insurance are deducted from gross salary before taxes (Federal, State and FICA) are withheld.

LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT

Effective at 91st day of employment

All eligible employees are insured with \$15,000 Basic Life and \$15,000 Accidental Death & Dismemberment Life insurance coverage paid by the County and no cost to the employee.

OPTIONAL SUPPLEMENTAL LIFE INSURANCE

Employee:

May purchase additional supplemental life insurance up to six times the base salary with a maximum coverage of \$300,000 purchased in increments of \$10,000 (cost is based on age and the increment of coverage elected).

Dependents:

Coverage is available for eligible dependents at a flat coverage level and a flat monthly premium of \$1.11/month.

Spouse coverage	\$ 5,000
Dependent Children	\$ 2,000
(eligible children until age 19 unless fulltime student then to age 23)	
8 days to 6 months	\$100

LONG-TERM DISABILITY

After sixty months of eligible employment, employees may receive 70% of monthly base earnings to a maximum of \$7,500 per month for a disability. Elimination period is 180 days.

DOUGLAS COUNTY EMPLOYEES PENSION PLAN

Douglas County has a defined benefit retirement plan. Both Douglas County and employee contribute 8.50% of total gross salary. Employee becomes fully vested after 10 years of service. An "early retirement" benefit when age and length of service equal or exceed 75 (Rule of 75). Minimum age 50.

DEFERRED COMPENSATION PLAN (Section 457)

Optional programs offered by ING and Edward Jones to allow employee to set aside a minimum of \$25/pay period to accumulate on a tax-deferred basis.

EMPLOYEE ASSISTANCE PROGRAM

Free access to independent, confidential and professional assessment and short-term counseling services available to employee and family members.

FLEXIBLE BENEFIT PLAN

Pre-Tax Health Care and Dependent Care Flexible Spending Accounts

Employee may annually designate a salary reduction amount into accounts on a pre-tax basis, to be reimbursed for health care/dependent care expenses incurred while you are working with the County.

Pre-Tax Parking

Employees who pay for parking can have the payment taken out before taxes (Federal, State and FICA)

SAVINGS BONDS

Payroll savings plan; purchased in denominations of \$50, with \$5.00 minimum payroll deduction. Interest changes May 1 and November 1.

DIRECT DEPOSIT

Pay will be directly deposited to employee checking account.

CREDIT UNION

Optional enrollment in Omaha Douglas Credit Union offering savings plans, money market/certificate accounts, checking, IRAs, installment loans, and payroll deduction.

SALARY

The County offers a competitive salary plan. New hires under the step plan successfully completing probation will receive a step increase. Range or management employees normally receive a salary increase upon completion of probation. General Increases – The County Board may approve general increases usually on an annual basis.