



6/1/26- 5/31/27

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. Employees are paid bi-weekly for a total of 24 insurance deductions in a year:

Employee	Bi-Weekly Premium
Employee	\$64.55
Employee +1	\$234.94
Family	\$350.81

Coverage Details	Cost
Deductible	\$500 ind./ \$1,000 family
Max Out of Pocket	\$750 ind./ \$1,500 family

Seward County has Midlands Choice as our PPO provider and Point C as our TPA, and covers most doctors in our area.

SICK LEAVE

All full-time employees will accrue 8 hours of sick leave a month (prorated for 30 hours a week employees) at the completion of the employee's first month. Maximum accrual is 680 hours.

VACATION LEAVE

All full-time employees will accrue vacation monthly (prorated for 30 hours a week employees) and is prorated their first month, then receives leave on the first day of each month thereafter. Vacation leave accrual for new employees is 3.33 hours per month (5 days per year), then doubles after your 1st year and increases with each year of service.

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 receive comp 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 additional 2% contributions. You are vested after 3 years, or earlier under certain qualifications.

We also offer a 457(b) Retirement Plan to employees, which features tax-deferred investment earnings. 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.