

Not Mandatory, County Paid-No cost to employee

\$5,000.00 Life Insurance Policy	\$1.80 per month
\$15,000.00 life Insurance Policy	\$3.15 per month
Core Long Term Disability Insurance	\$2.27 per month
Blue Cross Blue Shield Health (\$1,600.00 deductible, employee pays first \$500.00, County pays next \$1,100.00)	\$1098.47 per month
Ameritas Dental Insurance	\$ 31.36 per month
MASA Medical Transport	\$ 12.50 per month

Mandatory

Retirement:

4.5% per month employee 6.75% per month County

Social Security:

6.2% per month employee 6.2% per month County

Medicare:

1.42% per month employee 1.42% per month County

Optional Benefits with no County contribution or payment

Deferred Compensation Plan-extra Retirement employee can have taken out of check, no match by County.

Long Term Buy up monthly salary x .0026= _____per month. Can only sign up for this at time of hire. If declined cannot sign up at a later date.

VSP (Vision Service Plan) \$8.51 employee, \$17.09 employee/spouse
\$21.00 employee/child(ren) \$28.17 employee/spouse/child(ren)

Blue Cross Blue Shield Health \$719.28 Employee/Spouse or Employee/Child(ren)
\$925.80 Employee/Family

Ameritas Dental Insurance \$65.84 Employee + 1/ Employee pays \$34.48
\$106.28 Employee + 2/ Employee pays \$74.92

First Concord Section 125 Flex Plan-funds taken out of employee check pre tax to be used for unreimbursed medical/dental or child care expenses. Sign up during open enrollment in June only.

Colonial representative come in periodically to visit with employees about various insurance policies they offer. Can be set up to take premiums out of employee check on a monthly basis.

LINCOLN COUNTY EMPLOYEE BENEFITS:

NOTE: BENEFITS AS OF 7/1/2021, EMPLOYEES SHOULD REVIEW EMPLOYEE/HANDBOOK FOR DETAILS AND ACCURACY, Current Employee Handbook will always supersede this benefit list.

BLUE CROSS BLUE SHIELD HEALTH INSURANCE

Open Enrollment month is June 1, for July 1 effective date, every year

Deductible \$600 person, \$ 1,100 Family

County will pay \$1,100 toward the \$1,600 deductible

Claim Example: an insured employee or family member has \$5000 in medical bills

Medical Bill \$5,000

Employee pays the first \$500

Lincoln County/First Concord Buy Down pays the remaining plan deductible \$1,100

Total Deductible Paid \$1,600

Balance after the deductible is paid \$ 3400

Employee pays 20% \$680

BC/BS pays \$ 2720

Balance – 0%

RATES/PAYS	EMPLOYEE PAYS	COUNTY PAYS
Single Coverage	-0-	1098.47
Employee/Spouse or Employee/Child(ren)	719.28	1485.78
Family	925.80	1596.99

AMERITAS DENTAL INSURANCE:

Open enrollment month is June 1, for July 1, effective date, every year.

Calendar Year Maximum Benefit \$1,000

RATES/PAYS	EMPLOYEE PAYS	COUNTY PAYS
Single Coverage	-0-	31.36
Employee/Spouse or Employee/Child	34.48	31.36
Family	74.92	31.36

MADISON LIFE INSURANCE:

Term Life Insurance 2 policies totaling 20,000 paid by the County

County pays the premiums for the employee's \$20,000 coverage benefit value \$ 4.95/month, \$ 59.40/year

NPERS-NE PUBLIC EMPLOYEES RETIREMENT SYSTEM:

Employee contributes 4.5% of their gross pay. County Contributes 6.75% to employees account

(This retirement benefit is mandatory for every full-time employee)

You are also offered a retirement planning seminar session that is available once a year.

VACATION:

A full-time employee accrues vacation pay benefits at a specific rate for each month of service. See table below:

YEARS OF EMPLOYEE	DAYS PER MONTH OF SERVICE
First Year	One-half day
2 nd through 8 th year	One day
Beginning of 9 th year	1 ¼ days
Beginning of 15 th year	1 ½ days
Beginning of 19 th year	1 ¾ day

SICK LEAVE:

Lincoln County full-time employees are eligible for sick leave. Sick leave shall accrue at a rate of one (1) day per monthly pay period. Unused sick leave allowance may be accumulated to a maximum of 90 days.

HOLIDAYS:

There are 10 paid Holidays.

OTHER OPTIONAL EMPLOYEE PAID BENEFITS/DEDUCTIONS AVAILABLE:

- Colonial Life
- Section 125 Plan
- NPERS (Deferred Compensation)
- Long Term Disability Buy Up
- VSP- Vision Plan