

RICHARDSON COUNTY EMPLOYEE SUMMARIZED BENEFIT PACKAGE

Health Insurance is provided at 100% for the employee only. There are 3 different options of coverage include 2 HSA plans. Included within the health insurance plan is a \$15,000 term life insurance policy and long term disability insurance.

Dependent coverage is available but premium is paid by employee.

Other supplemental insurance is available through payroll deduction such as vision, dental, short term disability, cancer, accident, critical care and term life.

Retirement plan is mandatory by NE State Statute through the Nebraska Public Employees Retirement Systems. Employee contributes 4.5% of gross salary and County contributes 6.75% of gross salary for a total of 11.25%.

The County provides vacation leave at the following levels:

| | |
|------------------------------|---------|
| After 1 year of employment | 5 days |
| After 2 years of employment | 10 days |
| After 5 years of employment | 11 days |
| After 6 years of employment | 12 days |
| After 7 years of employment | 13 days |
| After 8 years of employment | 14 days |
| After 9 years of employment | 15 days |
| After 10 years of employment | 16 days |
| After 11 years of employment | 17 days |
| After 12 years of employment | 18 days |
| After 13 years of employment | 19 days |
| After 14 years of employment | 20 days |
| After 20 years of employment | 21 days |
| After 30 years of employment | 22 days |

The County provides sick leave at the rate of 8 hours per 173.33 hours worked (1/month)

There are 12 paid holidays/year observed by the County.