

Douglas County Full-Time Employee Benefit Information 2010

Retirement Program

As an employee of Douglas County you are required to enroll in P.E.R.A. (Public Employees Retirement Association). Participation is mandated for all public employees who meet the requirements of the plan.

	<u>Employee Deduction</u>	<u>County Contribution</u>
PERA - Coordinated Member	6.00%	7.00%
PERA - Correctional Member	5.83%	8.75%
PERA - Police & Fire Member	9.04%	14.10%
PERA - Defined Contribution Plan	5.00%	5.00%

Should you leave county employment prior to three years of service you will be entitled to withdraw any money you have contributed to PERA, plus interest. You will not receive, however, the amount the County has paid in. After 3 years of service as a public employee you will become eligible for retirement benefits at legal retirement age or you may withdraw your contribution.

Insurance

Hospitalization - the County will pay up to \$542 per month for insurance coverage. Individuals carrying single coverage will find the premium completely covered. Those carrying family coverage will pay the difference between total premium and the employee share. This difference is deducted from your check. Coverage becomes effective the first day of the month following employment and remains in effect for 30 days after termination. By federal law a terminating employee may remain with our group an additional eighteen months at their own expense.

Life Insurance - as a County employee you will be covered by \$20,000 of life insurance at no expense. Supplemental coverage is available for you, your spouse and your dependents.

Holidays*

The official holidays for Douglas County are:

New Year's Day	Veterans' Day
Martin Luther King, Jr. Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving or Columbus Day
Memorial Day	Christmas Day
Fourth of July	When Christmas Eve falls on a work day, the County offices will close at noon
Labor Day	Floating Holiday

When a holiday falls on a Saturday the preceding Friday shall be declared a holiday. If it falls on a Sunday, it will be given on Monday.

**May vary based on union contact or department*

Vacations

Employees will accrue vacation according to the following schedule:

1 - 5 years -	10 working days
6 - 10 years -	15 working days
11 - 15 years -	20 working days
16 - 20 years -	25 working days
over 20/21 years -	30 working days

No employee shall retain an accumulation of vacation days in excess of 30 days as of December 31st each year. Vacation time may not be taken until after the probationary period.

** May vary based on union contact*

Sick Leave

An employee shall be credited with 1 day sick leave for each month of service.

**Amount of sick leave allowed to accumulate may vary by union contract or hire date.*

General Funeral Leave

In the event of a death in your immediate family, full time employees may take time needed up to three working days, with pay, to handle family affairs and attend the funeral. "Immediate family" is defined as: father, mother, sister, brother, spouse, child, mother-in-law, father-in-law, grandparents, grandchildren, aunts, uncles, nieces, nephews, sisters-and-brothers-in-law, and domestic partners.

** May vary based on union contact*

Payroll Deductible Options

As an employee of Douglas County you will have the opportunity to participate in programs through payroll deduction such as: deferred compensation, flex spending, long term disability insurance, long term care insurance, dental insurance and supplemental insurance.

NOTE: This is not a complete list of benefits available. There are other associated benefits included with Douglas County employment.

DOUGLAS COUNTY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER