

Sargent County Benefits Summary

Health Insurance - NDPERS

Total Premiums	Employer Premium	Employee Premium
Single \$844.94	\$844.94	\$0.00
Family \$2042.52	1531.89	\$510.63

Dental Insurance – Colonial Life

Total Premiums

Single	\$33.15
2 person	\$62.32
Single Parent Family	\$78.29
Family	\$115.88

If you don't take any health insurance, the county pays for any level of dental insurance with Colonial.

Life Insurance - Voya

- The County pays .28/month for the basic \$12,000.00 life insurance for each eligible employee.
- At employee's expense, additional insurance can be purchased for employee, spouse and dependents based on age of employee.

EAP – Employee Assistance Program – The Village Family Services

- Sargent County provides you and members of your household access to and Employee Assistance Program (EAP) the Village Family.
- There is no cost to you or your household.
- All services are confidential.
- Available 24/7, 365 days a year.
- The EAP program offers professional guidance in several areas, including:
 - Relationship issues
 - Emotional health
 - Drug and alcohol
 - Workplace, financial and legal issues

Flex Benefits - WEX

- Employees can save tax dollars by flexing their eligible premiums, using Medical and Daycare Spending Accounts.
- A maximum contribution limit for healthcare FSA is set by IRS guidelines.
- A maximum contribution limit for dependent day care FSA is set by IRS guidelines.
- Carryover limit is \$550 FSA only.
- Use caution as you lose what you don't use in the Flex year starting each August 1st.
- There is an extended grace-period to lessen the change of losing your Flex dollars.

Group Retirement Plan - NDPERS

- This is a mandatory for all new hires, the county pays 12.26% and employee 3%.
- No probationary period, immediate upon hire.

Aflac Insurance

- Employee has option to purchase additional personal insurance products, including Cancer, Vision, Short-Term Disability, Accident, Critical Care Protection, Hospital Indemnity Insurance plans, etc.

Deferred Compensation Plan - Nationwide

- Allows employee to make pre-tax contributions into investments under Section 457 of the Internal Revenue Code.

Unemployment and Workers Compensation

- The county participates in both programs.

Pay Day

- 4th Friday of each month.
- Direct Deposit of payroll checks.
- No advances will be made.

Vacation

- Vacation Year: January 1st through December 31st.
- Eligibility: Regular Full-time and Regular Part-time employees.

Vacation Eligibility Table

<u>Length of Service as of Anniversary Date</u>	<u>Days/Month</u>	<u>Amount of Vacation</u>
1 through 7 years	0.83 days	10 days (2 weeks)
8 through 14 years	1.25 days	15 days (3 weeks)
15 and thereafter	1.67 days	20 days (4 weeks)

Sick Leave Benefits

Eligible Employees:

- Regular full-time employees
- Regular part-time employees (pro-rated on previous six (6) months worked)
- 1 sick day per month, 12 days per year.

Personal Days

- 2 days per year.
- Regular full-time employees only.

Holidays

Eligible Employees:

- Regular full-time employees
 - Regular part-time employees (pro-rated)
 - 11.5 days per year.
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- New Year's Day (January 1)
 - Martin Luther King, Jr. Day (third Monday in January)
 - Presidents' Day (third Monday in February)
 - Good Friday (Friday before Easter)
 - Memorial Day (last Monday in May)
 - Juneteenth (June 19th)
 - Independence Day (July 4)
 - Labor Day (first Monday in September)
 - Veterans' Day (November 11)
 - Thanksgiving (fourth Thursday & Friday in November – Friday is a holiday in lieu of Columbus Day)
 - Christmas Eve Day (December 24 – 12:00 noon)
 - Christmas (December 25)
 - Every additional day appointed by resolution of the Sargent County Commission for a public holiday.

Eligible part-time employees receive pro-rated benefits on some of the above.