



YORK COUNTY

Benefits Package

CONTACT

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Health Insurance

The County currently holds health insurance through Medica. Options for spouse, children and family plans are available with the County paying a portion of the monthly premium.

County Retirement Plan

Retirement is mandatory and is administered by Nebraska Public Employees Retirement Systems. The employee contributes 4.5% and the County matches that at 150%, contributing 6.75% each pay period. After three years of employment, the employee is 100% vested in retirement.

Group Life Insurance

York County provides life insurance (starting at \$15,000 with reduction for age), accidental death & dismemberment, and long-term disability policy for each full-time employee.

Paid Time Off Benefits

Full-time employees are eligible for sick leave, vacation, compensatory time (in lieu of overtime, if chosen) and holiday hours. Sick leave is accrued at the rate of one day per month, or 12 days annually. Vacation is earned after one year of employment, then accrues on a biweekly basis. The County recognizes 13 holidays throughout the year.

Deferred 457 Retirement Plan

This is an optional, additional retirement plan. It is done at the employee's expense and the County does not contribute to it. The employee has some choices on where to invest this money.

Employee Assistance Program (EAP)

The County offers an EAP for employees and immediate family members. Services include assistance with short-term counseling, legal & financial assistance, and wellness coaching.

Fitness Center – in house or corporate discount to facility

Options available for employee and immediate family.

Elective Insurances

The County offers vision, dental, additional voluntary term life insurance (for self, spouse & children) and AFLAC insurance to its employees. If elected, these policies are paid for by the employee. There is an annual enrollment period every year for these insurances.

EMPLOYEE COST

Health Insurance (per month)

PPO/HRA Plan

Employee Only	\$90*
Employee/Spouse	\$600*
Employee/Children	\$510*
Employee/Family	\$750*

*The County pays part of the deductibles if this plan is selected

HSA Plan

Employee Only	\$0**
Employee/Spouse	\$320
Employee/Children	\$275
Employee/Family	\$450

**The County can contribute \$100 per month to your HSA account for the Employee Only Option

Deferred 457 Retirement Plan

Minimum contributions are \$25.00 per month/\$12.50 biweekly.

Elective Insurances

Voluntary Term Life Insurance

Amounts vary based on policy selected.

Vision (per month)

Employee Only	\$8.26
Employee/Spouse	\$15.91
Employee/Children	\$16.64
Employee/Family	\$25.96

Dental (per month)

Employee Only	\$29.37
Employee/Family	\$80.41

AFLAC

Amounts vary based on policies selected.