

STAFFORD COUNTY
EMPLOYEE BENEFIT PACKAGE

Benefits are offered to all full-time, hourly employees. Elected Officials are considered full-time employees; however, they are salaried employees, so they do not receive leave accruals. NO part-time or any other employees are eligible for benefits.

Health Insurance

- ✓ Includes health and vision, dental is optional.

<p>Health Insurance Rates: Employee Only - \$50.00 Employee Plus Dependent (Child <u>or</u> Spouse) - \$175.00 Family (Employee Plus Dependents [Child <u>and</u> Spouse]) - \$250.00</p>	<p>Dental Insurance Rates: Employee Only - \$20.00 Employee & Dependents - \$40.00</p>
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KPERS

This benefit IS NOT an option. On the employee's 1st pay KPERS withholding will begin. The standard withholding amount will be 6% of gross income.

- ✓ Elected Officials have a one-time option to join KPERS. If they waive joining, they will not be eligible to join at a later date.
- ✓ Optional Group Life – in addition to the standard 1½ times annual salary life insurance, the employee is eligible to purchase additional life insurance at employee's expense.

Longevity Pay

- ✓ Paid yearly in November and based on years of service.
- ✓ After 5 years, \$500; After 10 years, \$1,000; After 15 years, \$1,500; and so on.
- ✓ Tops out at 30 years of service with \$3,000 a year.

OPTIONAL Benefits / Insurance – These plans are at the employee's expense and the employee is responsible to contact the provider to sign up. The County will pay the premiums for the employee on a payroll deduction if the employee so chooses.

- ✓ Deferred Compensation – Empower Retirement: Plan # 130193-01, Michael Crabtree, Plan Advisor 1-833-232-0024
- ✓ AFLAC – Group Acct #FQ706, , District Sales Coordinator, 620 792-1154
 - AFLAC administers the County's cafeteria plan for the health insurance. Therefore, this representative will contact the employee shortly after hire to meet regarding AFLAC benefits and Pre-Tax Health premiums.

Standard Leave – accrual on the 10th of every month:

Sick Leave

- ✓ Accrue 1 day (8 hrs) per month, with a maximum accumulation of 480 hours.

Vacation Leave

- ✓ Accrue 1 day (8 hrs) per month, with a maximum accumulation of 160 hours.
- ✓ After 10 years of continuous service – 1½ days (12 hrs) per month, with a maximum accumulation of 160 hours.

Holidays

If a holiday falls on Saturday, it will be observed and offices closed on Friday; if it falls on Sunday, it will be observed, and offices closed on Monday.

- ✓ New Year's Day
- ✓ Martin Luther King's Birthday
- ✓ President's Day
- ✓ Memorial Day
- ✓ Juneteenth
- ✓ Independence Day (July 4th)
- ✓ Labor Day
- ✓ Columbus Day
- ✓ Veteran's Day
- ✓ Thanksgiving (Thursday and Friday)
- ✓ Christmas Day (Two days)

Updated Parental Leave Policy

Employees are eligible for up to six (6) weeks of paid maternal leave or one (1) week of paid paternal leave after twelve (12) months of employment. Leave time can be used anytime in the 12 months following birth event.