

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

LANC. COUNTY CLERK

IN THE MATTER OF ADOPTING)
BENEFITS FOR COUNTY EMPLOYEES)
IN THE UNCLASSIFIED SERVICE)

RESOLUTION NO. R-08-0031

WHEREAS, pursuant to NEB.REV.STAT. §23-2519 (Reissue 1997), the county service is divided into the classified and unclassified service; and

WHEREAS, the Lancaster County Board (County Board) has previously adopted Personnel Rules, including employee benefits, that are applicable to classified service employees who are not covered by a labor agreement; and

WHEREAS, the County Board previously adopted County Resolution No. R-07-0081, which defined benefits applicable to certain unclassified employees who are not covered by a labor agreement; and

WHEREAS, the County Board wishes to amend said Resolution to provide certain benefits, including health, dental, vision, life insurance, retirement, deferred compensation, post employment health plan, and long term disability to part-time bailiffs.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, as follows:

1. Employees Defined. Unless otherwise stated herein, the benefits described in this Resolution apply to the following county employees: county board administrator, department heads, appointed assistants to department heads, chief deputies, attorneys, physicians, full-time and part-time bailiffs, and the district court referee. The benefits described in this Resolution shall not apply to deputy sheriff captains.

Part-time bailiff shall mean employment in a bailiff position that normally requires at least thirty (30) hours of work per week, but less than forty (40) hours of work per week.

2. Health, Dental, Vision and Life Insurance. Employees may enroll in the County Health, Dental and Vision Plans without a six month waiting period. The employee is required to make contributions to the premiums as applicable. On the first day of the month after employment, employees are automatically enrolled in the County Life Insurance Plan. The Life Insurance Plan includes a basic life benefit for the employee in the amount of Fifty Thousand Dollars (\$50,000), at no cost to the employee. Additional voluntary and/or supplemental life insurance may be purchased by the employee according to the Life Insurance Plan.

3. Retirement. An employee is automatically enrolled in the County Retirement Plan (Plan) when the employee has obtained the age of twenty-five (25) and has completed one year of service with the County. An employee may voluntarily elect to participate in the Plan as of the first day of any month following their date of employment by making a written request to the County Board pursuant to the provisions and requirements set forth in the Plan. Employees shall make the same contribution as outlined in the state statutes for employees of the County and contributions will be matched using the same principles as other County employees.

A department head who is a county employee on or after January 1, 2002 (the effective date of Amendment 1 to the Plan) shall be 100% vested in his Employer Contributions upon his participation in the Plan.

4. Deferred Compensation. An employee may participate in the County Deferred Compensation Plan, without a six month waiting period, under the rules and requirements established by the County Deferred Compensation Plan.

5. Post Employment Health Plan. After six months of employment with the County, employees are automatically enrolled in the County-funded Post Employment Health Plan (PEHP) at no cost to the employee. The purpose of the PEHP is to set aside an amount of money in a trust account for the express purpose of paying for qualified medical expenses in the future. The qualification for this program is listed under the Internal Revenue Code 501c(9). All contributions and expenditures will be as outlined in the Trust Agreement and Participation Agreement and may change from time to time to comply with changes in the Trust Agreement or Tax Code requirements.

6. Long Term Disability (LTD). After six months of employment with the County, employees are automatically covered by the County's Long Term Disability Plan at no cost to the employee. The employee is entitled to benefits in accordance with and only to the extent of the plan's benefits.

7. Sick Leave. Sick leave shall be earned at the rate of one hundred and four (104) hours per year and will be factored as four (4) hours per pay period. An employee may accumulate up to a maximum of two thousand eighty (2080) hours. There is no waiting period before earned sick leave may be used. Part-time bailiffs are not entitled to sick leave.

Upon retirement or death, an employee or his/her estate shall receive 55% of the employee's total accumulated sick leave balance, 100% of which will be paid into the employee's PEHP account. In order to qualify, the employee must meet the definition of retirement under the County Retirement Plan.

An employee who voluntarily separates, other than retirement, from employment with the County after fifteen (15) consecutive years of service shall be paid 50% of his/her total

accumulated sick leave balance that exceeds one thousand (1000) hours. This payout shall be distributed as one-third (1/3) cash and two-thirds (2/3) PEHP.

8. Vacation. Department heads shall earn vacation as follows:

<u>Years of Service</u>	<u>Hours Accumulated</u>
Less than 5 years	120 hours
After 5 years	160 hours
After 15 years	168 hours
After 20 years	200 hours

Except for full-time and part-time bailiffs and the court referee, all other unclassified employees covered by this Resolution shall earn vacation leave as follows:

<u>Years of Service</u>	<u>Hours Accumulated</u>
Less than 5 years	80 hours
After 5 years	120 hours
After 10 years	152 hours
After 15 years	168 hours
After 20 years	184 hours

There is no waiting period before earned vacation leave may be used. An employee may accumulate a maximum of two hundred forty (240) hours of vacation at any one time. Any leave time in addition to the 240 hours will be forfeited each pay period. Upon separation from employment with the County, unused accumulated vacation leave shall be paid to the employee.

The County Board may grant a department head up to 80 hours of vacation leave for use immediately upon appointment to the position rather than on an accrual basis. For each subsequent year of his/her appointment, the department head shall accrue vacation as defined herein.

9. Holidays. The following are County authorized holidays:

New Years Day	Labor Day
Martin Luther King Jr.'s Birthday	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Fourth of July	Christmas Day

In addition, except for full-time and part-time bailiffs and the court referee, each employee will be entitled to three (3) personal holidays beginning September 1st of each year. Personal holidays are noncumulative. Personal holidays are automatically forfeited if they are not used during the year in which they are granted. Personal holidays are automatically forfeited when an employee separates his/her employment with the County.

10. Funeral Leave. Except for full-time and part-time bailiffs and the court referee, each employee will be granted time off in the case of death of the employee's spouse, child, mother, father, stepmother, stepfather, mother-in-law, father-in-law, brother, sister, grandfather, grandmother, grandchild, or in the case of death of any relative who resides in their immediate household. Time granted will be up to 24 hours of funeral leave with up to an additional 24 hours of accumulated sick leave. In the case of death of the employee's sister-in-law, brother-in-law, daughter-in-law, son-in-law, aunt, uncle, nephew, niece, or grandparents of the employee's spouse, the employee shall be granted up to 16 hours of funeral leave with up to an additional 24 hours of accumulated sick leave.

11. Vacation, personal holidays and funeral leave for full-time bailiffs and the court referee shall be at the discretion of the district court judge for whom they are assigned. Part-time bailiffs are not entitled to vacation leave, personal holidays or funeral leave.

12. This Resolution does not constitute an employment contract.

13. This Resolution is effective the pay period beginning April 24, 2008, and hereby rescinds and replaces County Resolution No. 07-0081.

DATED this 6th day of May, 2008, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

APPROVED AS TO FORM
this 1 day of May, 2008.

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