

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING)	
BENEFITS FOR COUNTY ELECTED))	RESOLUTION NO. R-22-0076
OFFICIALS)	
)	

WHEREAS, the Lancaster County Board (County Board) has previously adopted benefits applicable to classified service and certain unclassified service employees in Lancaster County; and

WHEREAS, the County Board previously adopted Resolution No. R-22-0024 defining benefits applicable to county elected officials; and

WHEREAS, the County Board wishes to amend said Resolution.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, that the following benefits are hereby adopted for County elected officials:

1. Elected Officials. For purposes of this Resolution elected officials shall include county officers elected by popular vote and persons appointed to fill vacancies in such elected offices.
2. Health, Dental, Vision, Flex and Life Insurance. Elected officials shall be eligible for participation in the County's health, dental, vision, and flexible spending account plans on the first day of the month after the date on which he/she has taken office, effective January 1, 2023. The elected official is required to make contributions to the premiums as applicable. Upon enrollment, elected officials are automatically covered by the County Life Insurance Plan. The Life Insurance Plan includes a basic life benefit for the elected official in the amount of Fifty Thousand Dollars (\$50,000), at no cost to the official.
3. Retirement. Elected officials may elect to participate in the Lancaster County Retirement Plan as of the first day of the month following the date on which he/she has taken office, pursuant to the provisions of the County Retirement Plan. The election to participate will be completed through the County's electronic benefits

enrollment portal. . Notwithstanding, the elected official shall automatically become a participant in the Retirement Plan once he/she has obtained the age of twenty-five (25) and has completed one year of service with the County. Elected officials 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. An elected official who is a county employee on or after January 1, 2001, shall be 100% vested in his Employer Contributions upon his/her participation in the Plan.


4. Deferred Compensation. Elected officials may participate in the County Deferred Compensation Plan, without a six-month waiting period, under the rules and requirements established by the County.
5. Post Employment Health Plan (PEHP). The Lancaster County Board has authorized creation of a Post-Employment Health Plan. 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). Elected officials are automatically enrolled in the PEHP after a six-month waiting period. All contributions and expenditures will be as outlined in the Trust Agreement and Participation Agreement. All contributions and expenditures may change from time to time to comply with changes in the Trust or Tax Code requirements.
6. Long Term Disability. Except for public safety personnel, after a six-month waiting period elected officials are covered by the County's Long Term Disability Plan and are entitled to benefits in accordance with and only to the extent of the plan's benefits.
7. Holidays. The following are County authorized holidays:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Veterans Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Juneteenth	Christmas Day
Fourth of July	

8. This Resolution hereby rescinds and replaces County Resolution No. R-22-0024

DATED this 4 day of ~~September~~^{October}, 2022, at the County-City Building, Lincoln,
Lancaster County, Nebraska.

APPROVED AS TO FORM ~~September~~^{October}
this 4th day of September, 2022.



Deputy County Attorney
For PAT CONDON
Lancaster County Attorney

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

