



# NEWTON COUNTY BOARD OF COMMISSIONERS

# 2021-2022 Summary of Benefits

All full-time employees are eligible for coverage under Newton County's group and voluntary benefits plans. New hires have 30 days to enroll in coverage using the County's online benefits system, Bswift. Benefits for new hires are effective the first day of the month after 30 days of employment. Regular employees may only enroll in benefits during Open Enrollment time in June of each year with the effective date of July 1st. When an employee separates from the County, benefits will be terminated on the last day of employment.

## **Life & Supplemental Insurance Coverage**

Newton County provides a Term Life Basic Life Insurance Policy of \$50,000 for all full-time employees. The County also provides a \$2,000 policy for employees' spouse and children up to the age of 26. Premiums are paid by Newton County. County life insurance is provided through Mutual of Omaha. You may also elect voluntary life insurance and disability benefits through Mutual of Omaha.

Additional Supplemental policies like cancer and critical illness are available through Aflac.

## **Flexible Spending Account**

Employees also have the option to sign up for Flexible Spending Accounts for health and dependent care-related expenses. FSAs allow employees to "reimburse" themselves for eligible expenses and not pay taxes on the reimbursements.

## **Medical/Dental**

Newton County offers a very comprehensive health plan, administered by Cigna healthcare. Employees can choose to have the Open Access Plan, The OAP Local Plus Plan, or the OAP Local Plus Premium Plan. The County offers dental insurance through Cigna as well. Dental coverage includes diagnostic, preventive, and basic services, as well as providing major services. Premium rates for employees and the contribution from employers from the plans are detailed on the next page.

**Newton County Board of Commissioners  
2021-2022 CIGNA Monthly Rates and Biweekly Deductions**

**MEDICAL/DENTAL RATES - EMPLOYEES HIRED PRIOR TO 7/1/2017**

**OPEN ACCESS PLAN**

	Total Monthly Medical Rate	Total Monthly Dental Rate	Total Monthly Medical / Dental Rate	Employee Monthly Rate	Employer Monthly Rate	Employee Biweekly Rate	Employer Biweekly Rate
Employee Only	\$ 773.40	\$ 24.70	\$ 798.10	\$ 178.42	\$ 619.68	\$ 82.35	\$ 286.00
Employee + Spouse	\$ 1,546.82	\$ 48.17	\$ 1,594.99	\$ 356.72	\$ 1,238.27	\$ 164.64	\$ 571.51
Employee + Child(ren)	\$ 1,314.78	\$ 49.17	\$ 1,363.95	\$ 304.03	\$ 1,059.92	\$ 140.32	\$ 489.19
Employee + Family	\$ 2,165.54	\$ 83.99	\$ 2,249.53	\$ 501.07	\$ 1,748.46	\$ 231.26	\$ 806.98

**OAP LOCAL PLUS PLAN**

	Total Monthly Medical Rate	Total Monthly Dental Rate	Total Monthly Medical / Dental Rate	Employee Monthly Rate	Employer Monthly Rate	Employee Biweekly Rate	Employer Biweekly Rate
Employee Only	\$ 663.83	\$ 24.70	\$ 688.53	\$ 68.85	\$ 619.68	\$ 31.78	\$ 286.00
Employee + Spouse	\$ 1,327.69	\$ 48.17	\$ 1,375.86	\$ 137.59	\$ 1,238.27	\$ 63.50	\$ 571.51
Employee + Child(ren)	\$ 1,128.52	\$ 49.17	\$ 1,177.69	\$ 117.77	\$ 1,059.92	\$ 54.35	\$ 489.19
Employee + Family	\$ 1,858.74	\$ 83.99	\$ 1,942.73	\$ 194.27	\$ 1,748.46	\$ 89.66	\$ 806.98

**MEDICAL RATES - EMPLOYEES HIRED ON OR AFTER 7/1/2017**

**OPEN ACCESS PLAN**

		Total Monthly Medical Rate	Employee Monthly Rate	Employer Monthly Rate	Employee Biweekly Rate	Employer Biweekly Rate
Employee Only		\$ 773.40	\$ 242.34	\$ 531.06	\$ 111.85	\$ 245.11
Employee + Spouse		\$ 1,546.82	\$ 484.67	\$ 1,062.15	\$ 223.69	\$ 490.22
Employee + Child(ren)		\$ 1,314.78	\$ 411.96	\$ 902.82	\$ 190.14	\$ 416.68
Employee + Family		\$ 2,165.54	\$ 678.55	\$ 1,486.99	\$ 313.18	\$ 686.30

**OAP LOCAL PLUS PLAN**

		Total Monthly Medical Rate	Employee Monthly Rate	Employer Monthly Rate	Employee Biweekly Rate	Employer Biweekly Rate
Employee Only		\$ 663.83	\$ 132.77	\$ 531.06	\$ 61.28	\$ 245.11
Employee + Spouse		\$ 1,327.69	\$ 265.54	\$ 1,062.15	\$ 122.56	\$ 490.22
Employee + Child(ren)		\$ 1,128.52	\$ 225.70	\$ 902.82	\$ 104.17	\$ 416.68
Employee + Family		\$ 1,858.74	\$ 371.75	\$ 1,486.99	\$ 171.58	\$ 686.30

**DENTAL RATES - EMPLOYEES HIRED ON OR AFTER 7/1/2017**

		Total Monthly Rate	Employee Monthly Rate	Employer Monthly Rate	Employee Biweekly Rate	Employer Biweekly Rate
Employee Only		\$ 24.70	\$ 24.70	\$ -	\$ 11.40	\$ -
Employee + Spouse		\$ 48.17	\$ 48.17	\$ -	\$ 22.23	\$ -
Employee + Child(ren)		\$ 49.17	\$ 49.17	\$ -	\$ 22.69	\$ -
Employee + Family		\$ 83.99	\$ 83.99	\$ -	\$ 38.76	\$ -

## Vision Coverage

Vision care is voluntary and employee paid through Ameritas Group/EyeMed. The employee biweekly pre-taxed premium is as follows:

VISION PLAN PRICES <i>per biweekly paycheck</i>	
Employee	\$ 3.56
Employee + Spouse	\$ 6.87
Employee + Child(ren)	\$ 5.78
Employee + Family	\$ 9.08

## Retirement

Newton County will automatically contribute 4% of your salary into the County sponsored 401A Defined Contribution Plan sponsored by ICMA-RC. Employees are encouraged to maximize this benefit by electing to make a contribution of their own into a separate 457B retirement account either through ICMA-RC or ACCG. Newton County offers an additional match of 50% of the amount deferred into the 457B plan up to a maximum of 2%. Employees are encouraged to defer at least 4% of their salary to the 457B plan to yield the maximum County contribution of 6%.

## Employee Assistance Program(EAP)

Newton County offers an Employee Assistance Program through CorpCare. EAP provides work and life resources for you and your eligible family members. The program is employer paid, confidential and available 24/7.

## Tuition Reimbursement Program

It is the policy of Newton County to provide tuition reimbursement benefits in order to promote the following: development of a skilled workforce; a culture that supports employee development; financial assistance to eligible County employees in pursuing personal and professional growth in a fair and equitable manner and improvement of employee hiring, retention, and satisfaction. Employees are limited to \$3,000 per employee per fiscal year of reimbursement for tuition and required text books.

## Holidays

Newton County offers leave time and paid holidays for all full-time and part-time employees. The Board of Commissioners approves an annual Holiday schedule, therefore, the below holidays may change per fiscal year.

New Years Day	Labor Day	Christmas Day
MLK Birthday	Veterans Day	Day after Christmas
Good Friday	Thanksgiving Day	1/2 Day for New Years Eve
Memorial Day	Day after Thanksgiving	Personal Floating Holiday
Independence Day	1/2 Day Christmas Eve	

## Sick Leave

All regular full-time and part-time employees shall accrue sick leave from the date of employment in a covered position. Below are the accrual tables for sick leave.

Type of Employee	Classification	Hours Earned Per year
General	Part-Time	40
General	Full-Time	80
Fire Services	Part-Time	60
Fire Services	Full-Time	120
Law Enforcement	Part-Time	42.75
Law Enforcement	Full-Time	85.5

## Annual Leave

All regular full-time and part-time employees shall accrue annual leave from the date of employment in a covered position. Below are the accrual tables for annual leave.

General Employees			Law Enforcement Employees			Fire Protection Employees		
Years of Service	Hours per year for Full-Time	Hours Per Year for Part-Time	Years of Service	Hours per year for Full-Time	Hours Per Year for Part-Time	Years of Service	Hours Per Year for Full-time	Hours Per Year for Part-Time
0-5	80	40	0-5	86	43	0-5	120	60
6-10	120	60	6-10	129	64.5	6-9	162	81
11-15	144	72	11-15	155	77.5	10	180	90
16-20	160	80	16-20	172	86	11-15	194	97
21-24	176	88	21-24	189	94.5	16-20	250	125
25+	200	100	25+	215	107.5	21-24	266	133
						25+	270	135

## Annual Leave Buy-Back

If an employee has not exhausted accrued annual leave by the end of the calendar year, he or she may elect to be paid for unused accrued annual leave up to forty (40) hours per year. To be eligible for this benefit, employees must retain an annual leave balance of two hundred (200) hours after a buy-back request.

## Bereavement Leave

Leave with pay for a maximum of up to three (3) working days, or six continuous 12-hour shifts for Fire suppression personnel, shall be granted to any employee in the event of a

death in the employee's immediate family.

## **Parental Leave**

Upon the birth or adoption of an employee's child/children, full-time regular employees will receive one (1) week of paid parental leave.