

Brookings County

Full-time Employee Benefits

This sheet is for informational purposes only, and represents the benefits offered in 2020. The board of County Commissioners has the authority to review and change the benefits that are offered to county employees.

Retirement

- Membership in South Dakota Retirement System
- 6% Employee Contribution/ 6% Employer Contribution (8% for Class B)

Health Insurance

- 100% of Single Coverage Paid by County **OR** 75% of 2-Party or Family Coverage Paid by County
- Plan includes Health Reimbursement Account (HRA) provided by county to help pay deductible amounts

Vision Insurance

- The County pays 75% of a single premium

Dental Insurance

- 100% of single coverage paid by county **OR** difference between single and 2-party coverage paid by county

Life Insurance

- \$15,000 coverage for employee
- Supplemental life insurance available for purchase

AFLAC Insurance

- Participation at group rates available at cost to employee

Vacation

- Accrual of 6.67 hours a month (10 days per year)
- With additional years of service up to 25 days per year.
- Maximum accrual = 320 hours
- Upon separation from County service, personnel will receive payment for accrued, unused vacation leave up to a maximum based on years of service

Sick Leave

- Accrue 12 hours per month (18 days per year)
- Maximum accrual = 1440 hours
- Wellness day for any employee on the payroll of January 1st who has hit the maximum accrual of sick leave.
- Upon separation from County service, personnel will receive payment equal to 2% per year of service times the unused sick leave balance times salary

Wellness Benefit

- The County will reimburse regular, full-time employees for a monthly gym membership fee, at a locally accredited wellness/fitness center at the scheduled rates below. To be eligible for reimbursement the employees must present proof of monthly attendance for the month in which is to be reimbursed. The county will not participate in any way in initiation fees. 8 times = \$10.00, 10 times = \$20.00 and 12 times = \$30.00.

Holidays

- Brookings County has 11 paid full holidays and two (2) partial-paid holidays as specified in the Policy Manual

Floating Holiday

- All full time personnel on the payroll on the first working day of January in a given year are eligible for the floating holiday.

Employee Assistance Program (EAP)

- All County employees (and their family) are eligible.
- Each employee and eligible dependent will receive five (5) free sessions.
- All information is kept confidential between the employee and Avera EAP.