



EMPLOYEE BENEFITS SUMMARY

The following information is presented as a summary of benefits available to eligible employees of Clay County. Please refer to the County's Human Resources Manual for detailed information.

Paid Holidays (Full-Time Employees)

- New Year's Day
- Martin Luther King Jr. Day
- Lincoln Day
- President's Day
- Truman Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving and Day After
- ½ day Christmas Eve (when holiday falls on Monday through Thursday)
- Christmas

Paid Vacation

Regular full-time employees begin accruing vacation on the date of hire. Accrued vacation may be used after 90 days full-time employment.

# Months Employed	# hrs earned per Pay Period	Per Year Accrual	Max Accrual
1 - 48	3.08 hrs/pay period	80	160
49 - 108	4.62 hrs/pay period	120	240
109 - 168	6.15 hrs/pay period	160	320
169 - 228	7.69 hrs/pay period	200	400
229+	9.23 hrs/pay period	240	480

Paid Sick Leave

Regular full-time employees accrue 3.69 hours of sick leave per pay period (26 pay periods/yr.) to a maximum of 1000 hours.

Other Leave

Regular full-time employees may request and/or be eligible for:

- Jury Duty
- Military Leave
- FML
- Workers' Compensation
- Funeral Leave

Health Insurance

The County offers group health insurance for full-time employees and part-time employees regularly scheduled 20 hours or more per week. To participate in the County health coverage employees must enroll within 30 days from date of hire or other eligibility. Coverage becomes effective the first day of the month following employment.

Dental Insurance

The County offers excellent dental insurance through Delta Dental with the option to choose from the standard dental plan and the premium dental plan. The County pays 100% of employee only coverage on the standard dental plan for full-time employees.

Cafeteria Plan

Section 125 of the IRS code allows employees to purchase certain benefits through payroll deduction with pre-tax earnings. Eligible benefits include employee benefits of health and dental insurance premiums, childcare expenses, unreimbursed medical expenses, and certain other benefits offered through the 125 plan provider. Enrollment in this plan is subject to the same requirements as outlined for health and dental.

Maximum Employee Contribution:

Unreimbursed Medical Expenses	\$3,300
Dependent Care Expenses	\$5,000

Information regarding Flex Savings Accounts, including a list of eligible expenses, claims forms, and current account status, is available on Tristar's website at

<http://www.tristarsystems.com/resources>.



EMPLOYEE BENEFITS SUMMARY (CONTINUED)

Life Insurance

Regular full-time employees are eligible for County paid life and accidental death & dismemberment insurance in the amount of two [2] times their current annual salary with a maximum cap of \$250,000.

Voluntary Benefit Programs

- Vision
- Long Term Disability
- Short Term Disability
- Additional life insurance
- Cancer insurance
- More...

Retirement Plans

Regular full-time employees (and part-time employees who work at least 1000 hours per year) are eligible for two retirement plans.

LAGERS retirement funding is County paid and available to employees who complete five, full consecutive years of service.

LAGERS Information Sources

Telephone: 800-447-4334

Web: www.molagers.org

Employees are eligible for an additional retirement benefit, CERF, upon completion of their eighth consecutive year of service. Clay County contributes at an annual rate of 4% for all eligible employees.

CERF Information Sources

Telephone: 877-632-2373

Web: www.mocerf.org

Deferred Compensation

Eligible employees may elect to participate in the CERF 457B plan, which is a voluntary retirement savings program. CERF matches a portion of the employee's savings. Some positions/departments are not eligible.

Sabbatical Leave*

Sheriff's Office employees are eligible for a 3 week (21 day) paid sabbatical leave every 5 years of continuous service. It must be applied for and approved by Command Staff.

Employee Assistance Plan

The County sponsors an Employee Assistance Plan (EAP) through Supportlinc Services. Designed to help strengthen the health and wellness of employees and their families through confidential In-The-Moment support counseling and referral services.

Supportlinc Services

Telephone: 1-888-881-5462

Web: www.supportlinc.com

Group Code: claycountymo

Additionally confidential onsite counseling is available to employees and their dependents up to 6 free sessions per episode.

Tuition Reimbursement

Regular full-time employees with at least one year of continuous employment are eligible for tax-free educational assistance for college degree coursework. Funding is subject to the annual budget appropriation process.

Certification Reimbursement

Regular full-time employees may apply for reimbursement for position related licensure and/or certifications. Funding is subject to the annual budget appropriation process.

Employee Discounts

Full-time employees can enjoy discounts at our Park facilities, boat rentals, the golf course, and historic sites. Details located in ADP forms library.

Parental Leave

Regular full-time employees with at least one year of continuous employment are eligible for 8 weeks of paid parental leave.

Need Additional Information?

If you have questions call Sheriff's Office Recruiting Team:

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(816) 407-3749

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