

ROOSEVELT COUNTY EMPLOYEE BENEFITS

BENEFITS *	TO WHOM	EMPLOYEE PAYS	COUNTY PAYS
Direct Deposit	All Employees	None	None
Group Health Insurance	All Employees	20%	80%
Dental Insurance	All Employees	20%	80%
Vision Insurance	All Employees	20%	80%
Disability Insurance	All Employees	20%	80%
Basic Life Insurance	All Employees	None	100%
P.E.R.A. (Retirement)	Civilian & Detention Employees Sheriff's Deputies (CLEO only)	8.5% 17.8%	11.7% 18.9%
Deferred Compensation Plan (Section 457B)	All Employees	Voluntary	None
Cafeteria Plan (Section 125)	All Employees	Voluntary	None
Optional/Supplemental Life Insurance	All Employees	Voluntary	None
Aflac	All Employees	Voluntary	None
Funeral/Bereavement Leave (1 day paid per year, up to 5 days with approval per Ordinance)	All Employees	None	Yes
Civic Duty Leave	All Employees	None	Yes
Military Leave	Eligible Employees	None	Up to 120 hours
Paid Holidays (up to 15 1/2 days)	All Employees	None	Yes
Admin Leave for Parent Teacher Conferences	All Employees	None	Yes
Sick Leave Hours	3.69 hours per each complete pay period (Never to exceed 1,040 total accrued)	None	Yes
Annual Leave Hours**	First 3 years/3.08 hours per pay period * After 3 years/4.62 hours per pay period* After 10 years/6.15 hours per pay period* (Never to exceed 280 total accrued) 4 hours each year on their birthday, must use within 1 year	None	Yes
Workers Compensation	All Employees	\$2/quarter	Yes
County Uniforms***	All Sheriff's Office, all Detention Employees	Varies	Yes
Certification Pay	Employees receiving certificates required for certain positions. Varies upon certification see resolutions 2018-18 and 2016-27	None	Yes
Longevity Pay**	All Sheriff's Deputies, all Certified Detention Employees	None	Yes

*This is a summary for informational purposes only. See Roosevelt County Personnel Ordinance 2018-03 for details

**Varies based on years of County service.

***Detention Center requires employee to purchase black, non-skid boots and a black duty belt.