

CROOK COUNTY BENEFITS
Effective September 1, 2018

Retirement Benefits

- **Law Enforcement** Employees:
 1. Benefit paid by the County: 3.76% of employee's gross income
 2. Match amount paid by the County: 8.6% of employee's gross income
 3. Employee portion paid by the County: 4.84% of employee's gross income

- **Non-Law Enforcement** Employees:
 1. Benefit paid by the County: 8.50% of employee's gross income
 2. Match amount paid by the County: 8.62% of employee's gross income

Health Insurance Coverage

- County will pay for the **employee's** single health insurance policy of \$662.88
- The County will pay 80% of any other **health** insurance coverage options. They will **not** pay for any dental or vision coverage. See below for breakdown:
- An employee can choose just to take the dental policy without the health insurance. The County will not pay for any dental coverage.
- Health insurance cost options are as follows:
 1. Single Health: \$662.88 (County Paid)
 2. Employee & Spouse Health: \$1,307.29 (\$1,045.83 paid by County, \$261.46 paid by employee)
 3. Employee & Children Health: \$1,151.39 (\$921.11 paid by County, \$230.28 paid by employee)
 4. Family Health: \$1,767.73 (\$1,414.18 paid by County, \$353.55 paid by employee)
- Dental insurance options are as follows:
 5. Single Dental: \$26.49 Employee paid
 6. Employee & Spouse Dental: \$65.39 Employee paid
 7. Employee & Children Dental: \$78.06 Employee paid
 8. Family: \$101.12 Employee paid
- Vision insurance options are as follows:
 1. Single: \$10.58 Employee paid
 2. Employee & Spouse or 1 Child: \$14.90 Employee paid
 3. Employee & 2 or more Children: \$14.90 Employee paid
 4. Family: \$26.72 Employee paid

Life Insurance/Supplemental Policies

- Wyoming Educator's Benefit Trust- **Mandatory** if the employee is participating in the health insurance program. Cost is \$3.38 paid by the employee for a life insurance policy of \$15,000.00
- New York Life Insurance- Optional. Fees for the policy would be deducted from the employee's paycheck.
- Colonial Life Insurance- Optional. Fees for the policy would be deducted from the employee's paycheck.

- AFLAC- Optional. Fees for the policy would be deducted from the employee's paycheck.
- Prudential Life Insurance- Optional. Fees for the policy would be deducted from the employee's paycheck.
- Employees are able to utilize Meridian Trust Federal Credit Union. Pamphlets are available. The County does not offer this as a deduction from the employee's payroll.
- A Cafeteria 125 Flex Plan is available for certain deductions to be withheld before taxes.

Deferred Compensation

- Deferred Compensation Plan- Optional. This is a pension system and deferred compensation plan offered by the Wyoming Retirement System. Deferrals paid by the employee would be deducted from the employee's paycheck.

Vacation and Sick Leave

- Full Time Employees: Accrue eight (8) hours of sick leave per month with a maximum accrual not to exceed ninety six (96) days/ 768 hours.
- Part Time Employees Accrue on a pro-rata basis of up to eight (8) hours sick leave per month with a maximum accrual not to exceed ninety six (96) days/768 hours.
- Full Time Employees: Vacation:
 1. Zero (0) through the end of five (5) years of service, accrual rate is eight (8) hours per month.
 2. Six (6) years through the end of fifteen (15) years of service, accrual rate is ten (10) hours per month.
 3. Sixteen (16) years through the end of service, accrual rate is twelve (12) hours per month.
 4. If employed by the Sheriff's Office, vacation may not be accrued until employee has been employed for three months. At that time, twenty four (24) hours will be accrued
- Part Time Employees: Vacation:
Accumulate leave on a pro-rata basis based upon the days granted to regular full-time employees

*Pro-Rata formula can be found on page 5 of the handbook:

$\frac{\#Hours\ worked\ per\ month}{\#Hours\ (including\ holidays)\ that\ could\ have\ been\ worked\ that\ month} = \%$

$\% \times Vacation, Sick\ and\ Holiday\ hours = hours\ of\ non-worked\ paid\ leave.$

Cell Phone Discounts

- Employees may enroll for cell phone discounts for their personal AT & T and Verizon telephone service through a discounted plan authorized by Crook County Government. Contact the County Clerk's Office for more information.