

WHAT BENEFITS DOES JACKSON COUNTY GOVERNMENT OFFER?

Full-time employees (working 30 or more hours/week) of Jackson County Government are eligible for the following benefits:

General Leave

General Leave is paid time off work for vacations and other personnel use. Employees begin earning General Leave as soon as they begin working and can begin using it following six months of employment.

Years 0-4:	8 hours/month*
Years 5-9:	10 hours/month*
Years 10-14:	12 hours/month*
Years 15-19:	14 hours/month*
Years 20+:	16 hours/month*

*Accrual rates are based on employees working eight (8) hours/day. Accrual rates vary for employees working more than eight (8) hours/day or shift.

Sick Leave

Sick Leave is paid time off from work due to illness, doctor's appointments, etc., involving the employee or an immediate family member. Sick Leave is accumulated at the rate of four (4) hours/month.

Paid Holidays

The County provides the following holidays:

New Year's Day	Thanksgiving Day
Martin Luther King Jr. Day	Friday after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	Personal Day*
Veteran's Day	

*Full-time, regular employees with six (6) months of service are eligible for one (1) personal day per calendar year.

Health Insurance

The County provides group health insurance to eligible employees. The group health insurance includes medical, dental, and vision coverage. The bi-weekly, wellness rates for Jackson County's group health insurance are:

Employee Coverage:	\$22.50
Employee + 1 Dependent:	\$132.00
Employee + 2 or More Dependents:	\$165.00

The group health insurance is effective the first day of the month following a full month of service.

Basic Life Insurance and Accidental Death and Dismemberment

The County provides Basic Term Life Insurance at 1 X basic annual earnings (Maximum of \$250,000 but not less than \$25,000). Accidental Life and Dismemberment is provided equal to the Basic Term Life benefit.

Flexible Spending Account (FSA)

An FSA allows employees to set-aside pre-tax dollars for medical and dependent expenses.

Employee Assistance Program

Free, confidential counseling sessions are available to employees and their dependents for matters including substance abuse, marital and/or family problems, financial problems, job-related problems, etc.

Pension Plan

The County has two employee retirement plans and a 457(b) plan:

Defined Benefit Plan (available to Public Safety employees): An employee becomes eligible immediately upon hire. The employee is required to contribute 4% of regular, scheduled pay on a pre-tax basis. An employee is 100% vested after five (5) years of employment. Normal retirement age is the earlier of: the date the employees attains 55 years of age with 15 years of vesting service; or, the date the employee attains age 65. The benefit is 2% of final, average compensation multiplied by years of credited service (maximum 30 years).

Defined Contribution Plan (available to General Administration employees): Employees participate upon employment. Jackson County contributes 4%. No employee contributions are required. Normal retirement age is 65. Vesting: 2 years = 25%; 3 years = 50%; 4 years = 75%; 5 years = 100%

Deferred Compensation/457(b): Deferred compensation is a tax-deferred supplemental retirement program that allows employees to contribute a portion of their salary, before federal and state taxes, to a retirement account. Employees are eligible to enroll in the 457(b) plan from the first day of employment. ***If the employee makes a 6% contribution into the 457(b) plan, the County will make an additional 3% contribution to the Defined Contribution/401(a) plan.***

Voluntary Supplemental Insurance

One America and Allstate offer a variety of products to include voluntary life insurance, short-term disability; accident insurance; and, critical illness insurance. Premiums are deducted bi-weekly via payroll deduction.

Fitness Center

The Fitness Center is located at the Gordon Street facility that houses the County's Parks and Recreation Department, and is free to all employees, spouses, retirees and dependents (ages 18-26).