
Employee Benefits Summary

Clay County, Missouri

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 (Regular Full-Time Employees)

- New Year's Day
- Martin Luther King Jr. Day
- Lincoln Day
- President's Day [Washington's Birthday]
- Truman Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving and Day After
- 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.

1 - 48 months	3.08 hours per pay period
49 - 108 months	4.62 hours per pay period
109 - 168 months	6.15 hours per pay period
169 - 228 months	7.69 hours per pay period
229 + months	9.23 hours per pay period

Paid Sick Leave

Regular full-time employees accrue 3.69 hours of sick leave per pay period (26 pay periods/year) 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 and Dental Insurance

The County offers group health and dental insurance for full-time employees and part-time employees regularly scheduled 20 hours or more per week.

To participate in the County health and/or dental coverage employees must enroll within 30 days from date of hire or other eligibility. Coverage becomes effective the first day of the month following 60 days of employment.

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 portions 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	\$2,600
Dependent Care Expenses	\$5,000

More information regarding Flex Savings Accounts, including a list of eligible expenses, claim forms, and current account status, is available on WageWork's website at www.takecareWageWorks.com.

Employee Benefits Summary (Continued)

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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. 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.

Employee Assistance Plan

The County sponsors an Employee Assistance Plan (EAP) through Deer Oaks. The EAP is designed to help strengthen the health and wellness of employees and their families through confidential short-term counseling and referral services. The EAP provides up to six visits annually at no cost to the employee.

Deer Oaks Information Sources

Telephone: 1-866-EAP-2400

Web: www.deeroaks.com

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.

Employee Discounts

Visit the Clay County Connection for a complete list of available discounts.

Need Additional Information?

Please call (816) 407-3600 and ask for the Clay County Human Resources Department. Any team member can assist.