BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING BENEFITS FOR COUNTY ELECTED OFFICIALS	)))	RESOLUTION NO. R-15-0015

WHEREAS,the Lancaster County Board (County Board) has previously adopted benefits applicable to classified service and certain unclassified service employees in Lancaster County; and

WHEREAS, the County Board previously adopted Resolution No. 02-0052 defining benefits applicable to county elected officials; and

WHEREAS, the County Board wishes to amend said Resolution.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, that the following benefits are hereby adopted for County elected officials:

1. Elected Officials. For purposes of this Resolution elected officials shall include county officers elected by popular vote and persons appointed to fill vacancies in such elected offices.

2. Health, Dental, Vision and Life Insurance. Upon taking office, elected officials may enroll in the County Health, Dental and Vision Plans without a six month waiting period. The elected official is required to make contributions to the premiums as applicable. Upon enrollment, elected officials are automatically covered by the County Life Insurance Plan. Effective June 1, 2002, the Life Insurance Plan includes a basic life benefit for the elected official in the amount of Fifty Thousand Dollars ($50,000), at no cost to the official. Additional voluntary and/or supplemental life insurance coverage may be purchased by the elected official

according to the Life Insurance Plan.

3. Retirement. Elected officials may elect to participate in the Lancaster County Retirement Plan as of the first day of the month following the date on which he/she has taken office, pursuant to the provisions of the County Retirement Plan. The election to participate must be made by written request to the County Board. Not withstanding, the elected official shall automatically become a participant in the Retirement Plan once he/she has obtained the age of twenty-five (25) and has completed one year of service with the County. Elected officials shall make the same contribution as outlined in the state statutes for employees of the county and contributions will be matched using the same principles as other county employees.

An elected official who is a county employee on or after January 1, 2001, shall be 100% vested in his Employer Contributions upon his/her participation in the Plan.

4. Deferred Compensation. Elected officials may participate in the County Deferred Compensation Plan, without a six month waiting period, under the rules and requirements established by the County.

5. Post Employment Health Plan (PEHP). The Lancaster County Board has authorized creation of a Post Employment Health Plan. The purpose of the PEHP is to set aside an amount of money in a trust account for the express purpose of paying for qualified medical expenses in the future. The qualification for this program is listed under the Internal Revenue Code 50lc(9). Elected officials are automatically enrolled in the PEHP after a six month waiting period. All contributions and expenditures will be as outlined in the Trust Agreement and Participation Agreement. All contributions and expenditures may change from time to comply with to time changes in the Trust or Tax Code requirements.

6. Long Term Disability. Except for public safety personnel, after a six month waiting period elected officials are covered by the County's Long Term Disability Plan and are entitled to benefits in accordance with and only to the extent of the plan's benefits.

7. Holidays. The following are County authorized holidays:

New Years Day	Labor Day
Martin Luther King Jr.'s Birthday	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Fourth of July	Christmas Day

8. This Resolution hereby rescinds and replaces County Resolution No. 02-0052.

DATED this 24 day of March, 2015, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY COMMISSIONERS OF LANCASTER COUNTY, NEBRASKA

Todd Wiltgen

Deb Schorr

Tom Amen

Larry Hudkins

Bill Avery

APPROVED AS TO FORM
this 19 day of March, 2015.

Kristy Bauer
for JOE KELLY
Lancaster County Attorney