



Taney County Human Resources Department

PO BOX 703, FORSYTH, MO 65653 P: (417) 546-7285 F: (417) 546-8900

Taney County Employee Benefits Package

Retirement:

Lagers

- County Funded
- Vested 100% after 5 years
- Rule of 80 (years of service plus age)
- Full retirement age: 60
- Deputy Officer, Corrections, Dispatch - Full retirement age: 55

CERF

- Vested after 8 years
- Full retirement age: 62

CERF Savings

- Vested after 5 years
- May elect to have additional taken out of paycheck & matched 50% up to 4% of gross pay

Medical Insurance: (Premium paid by Taney County)

Employee: 100% (for Core Plan)

Dependent: 50%

Dental Insurance: (Premium paid by Taney County)

Employee: 100%

Group Life Insurance: (Premium paid by Taney County under Group Policy)

Employee: \$25,000 of coverage

Spouse: \$5,000 of coverage

Children: Up to \$2,500 of coverage (depending on child's age)

Benefits you can choose to elect:

- Health Care and Dependent Care Flexible Spending
- Short Term Disability
- Long Term Disability
- Voluntary Life Insurance (Guarantee Amount of \$130,000 for employee, \$25,000 for spouse)
- AFLAC
 - Cancer Policy
 - Accident Policy
 - Critical Care Policy
 - Short Term Disability
- Vision Insurance

All benefits begin the 1st of the month following 60 days of first day of employment.

The coverage shown based on Taney County's 2023 Benefit Package



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Vacation:

At your 1st year anniversary, you will receive 5 days (40 hours) of paid vacation time. This time will go from your Anniversary hire date to Anniversary date.

Year 1: 40 hours

Year 2: Prorated

Years 3 - 4: 80 hours

Years 5 - 9: 100 hours

Year 10+: 120 hours

Example:

Hired date is 9/20/2019.

Your vacation will begin on 9/20/2020 and run thru 9/19/2021.

Personal Days:

At your 1st anniversary hire date you will receive 3 days (24 hours) of personal time.

You have from anniversary date to end of the year to take your hours.

You may elect to roll over 2 days (16 hours) from year to year.

On January of the following year, you will receive another 3 days (24 hours) of personal time.

Sick:

First day of working, you will begin accruing sick hours. (1st month may be prorated)

At the end of each month, you will receive your accrued time.

All other months on the last day, you will receive 8 hours of additional sick hours.

12 days (96 hours) for an employee working a complete year.

Holiday's:

1. New Year's (January 1st)
2. Martin Luther King's Birthday (Third Monday in January)
3. Presidents Day (Third Monday in February)
4. Harry S. Thurman Birthday (May 8th)
5. Memorial Day (Last Monday in May)
6. Independence Day (July 4th)
7. Labor Day (First Monday in September)
8. Columbus Day (Second Monday in October)
9. Veterans Day (November 11th)
10. Thanksgiving Day (Fourth Thursday in November)
11. Friday after Thanksgiving
12. Christmas (December 25th)