Pennington County Sheriff’s Office
2017 Benefits Summary

This summary highlights the benefits offered to eligible benefited employees. Summary plan descriptions and detailed information may be found by visiting the Pennington County’s HR page.

Questions? Access detailed plans via the Pennington County Sheriff’s Office HR site or contact Human Resources at 605.394.6113

Health/ Medical Insurance (Wellmark/ Blue Cross and Blue Shield)

- Eligible first of the month, following 30 days of employment
- Self-funded, PPO (preferred provider organization) plan
- Office Visit Co-Pay: $25 (Primary Care Physician) $35 (Specialist)
- Deductible per Calendar year: $1,000 for single, $1,500 for two-person and $2,000 for family
- Out of Pocket Maximum (OPM): $3,000 for single, $4,500 for two-person and $6,000 for family
- Emergency Services: $150 copayment
- Preventive Care Services: Covered at 100%

<table>
<thead>
<tr>
<th>Coverage Tier</th>
<th>County Pays</th>
<th>Employee Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single (employee only)</td>
<td>$488</td>
<td>$105 per month</td>
</tr>
<tr>
<td>Employee + 1</td>
<td>$781</td>
<td>$325 per month</td>
</tr>
<tr>
<td>Family</td>
<td>$1125</td>
<td>$630 per month</td>
</tr>
</tbody>
</table>

Dental (Delta Dental of South Dakota)

- Eligible first of the month following 30 days of employment
- Check-ups and routine teeth cleaning (Diagnostic and Preventive Services): 100%
- Cavity repair/ fillings and tooth extraction (Routine and Restorative Services): 50%
- Deductible: $50 per person per coverage year not to exceed $150 per family
- Root Canals and Gum and Bone Diseases: 50%
- Annual Maximum Benefit: $1,000 per person per coverage year

<table>
<thead>
<tr>
<th>Coverage Tier</th>
<th>Employee Pays</th>
<th>County Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$8.50 per month</td>
<td>$28</td>
</tr>
<tr>
<td>Employee + 1</td>
<td>$34.00 per month</td>
<td>$36</td>
</tr>
<tr>
<td>Family</td>
<td>$45.50 per month</td>
<td>$50</td>
</tr>
</tbody>
</table>
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Life and Accidental Death & Dismemberment Insurance-mandatory (Hartford Life and Accident Insurance Company)
- Eligible first of the month, following 30 days of employment.
- Basic Life and AD&D automatic $20,000 paid by the County
- Employee Voluntary Life & AD&D

Dependent Life Insurance (Hartford Life and Accident Insurance Company)
- Eligible first of the month following 30 days of employment. Effective date is the 31st day of employment
- Optional coverage available: Spouse-No more than 50% of the Employee coverage amount

Retirement

South Dakota Retirement System (SDRS) (mandatory participation and includes County match)
- Participation required by the State of South Dakota, immediate eligibility
- Class A (non-public safety) employee contribution of 6% and the County matches 6%
- Class B (Public-Safety) employee contribution 8% and the County matches 8%
- 3-year contributory vesting schedule

Supplemental retirement plans (no County match):
South Dakota Retirement System Supplemental Retirement Plan (457)
- Immediate eligibility & automatic enrolment of $25.00 per month, employees may opt-out within 90 days of hire
- Contributions are pre-tax and through payroll deduction, may change investment selections at any time
- Roth 457 (post-tax) contribution option available

Paid Leave
Benefited and Full-time employees accrue paid leave immediately; however, paid leave cannot be used until 90 calendar days from hire date has been met, with the exception of Holiday pay.

Annual Paid Leave
Full-time regular employees paid leave accrual schedule

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Monthly accrual amount</th>
<th>Max Carry Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to 4 yr. anniversary</td>
<td>6.67 hours/ month</td>
<td>160</td>
</tr>
<tr>
<td>4 to 15 yr. anniversary</td>
<td>10.00 hours/ month</td>
<td>240</td>
</tr>
<tr>
<td>15 and over</td>
<td>13.34 hours/ month</td>
<td>320</td>
</tr>
</tbody>
</table>
The new rate of accumulation becomes effective during the month following the employee’s anniversary date.

Paid Sick Leave (40-Hour Week Employees)
- Pennington County offers paid sick leave to all eligible employees for periods of temporary absence.
- Eligible employees will accrue sick leave at the rate of 8 hours for each full month of service.
- 80 hours annually may be designated for family/personal leave.
- Sick leave pays out after 3 years, at a deprecated percentage.

Paid Holidays
- Pennington County Administrative non-24-hour office will be closed on the following days:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Monday, January 24, 2017 (observed)</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Monday, May 29, 2017</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Tuesday, July 4, 2017</td>
</tr>
<tr>
<td>Labor Day</td>
<td>Monday, September 4, 2017</td>
</tr>
<tr>
<td>Veterans’ Day</td>
<td>Friday, November 10, 2017 (observed)</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Thursday, November 23, 2017</td>
</tr>
<tr>
<td>Friday after Thanksgiving Day</td>
<td>Friday, November 24, 2017</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Monday, December 25, 2017</td>
</tr>
</tbody>
</table>

- Full-time benefited employees employed as of January 1st, will be granted 80 hours of paid holiday leave per calendar year for the following holidays:

<table>
<thead>
<tr>
<th>Holiday</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
</tr>
<tr>
<td>Martin Luther King Day (Admin Offices open)</td>
</tr>
<tr>
<td>President’s Day (Admin Offices open)</td>
</tr>
<tr>
<td>Memorial Day</td>
</tr>
<tr>
<td>Independence Day</td>
</tr>
<tr>
<td>Labor Day</td>
</tr>
<tr>
<td>Native American Day (Admin Offices Open)</td>
</tr>
<tr>
<td>Veteran’s Day</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
</tr>
<tr>
<td>Christmas Day</td>
</tr>
</tbody>
</table>

- If you are an employee starting after January 1st of any year, you will be granted eight hours for each holiday listed above that would occur after your employment date.
- Any closed holiday that falls on a Saturday will be observed on the preceding Friday and any holiday falling on a Sunday will be observed in that following Monday.
- Holiday hours cannot be carried over from one calendar year to another.
Additional benefits

Employee Assistance Program (Connections, Inc.)
- Immediate eligibility and no cost to employees
- Provides confidential, professional service to help resolve problems that affect personal life and job performance.

Blues 365 Discount Program
- Offers discounts for members to save on products and services for a well-balanced lifestyle
- Free to members
- Must sign up online

AFLAC
- Eligible first of the month after 30 days of employment. Effective date begins the 31st day following employment.
- Optional employee-paid supplemental insurance coverage such as accident, cancer, critical care, etc.

Direct Deposit
- Payroll funds are deposited to one checking or savings account of the employee’s choice and direct deposit is mandated for all full and part-time employees.

YMCA Discount
- Wellness for Adults and Youth
- Aquatics, Childcare, Afterschool, Outreach, Youth Sports, pottery, etc.

On-the-Job Training under the Post-9/11 GI Bill
- If you are a veteran or currently in the guard or reserve, the OJT Program offers you an alternative way to use your GI Bill benefits
- Receive monthly training benefits in addition to your regular salary
- Must meet qualifying criteria

Federal Student Aid Forgiveness
- Must be on an income-driven re-payment plan
- After 10 years of full-time employment in a qualifying field your loan balance will be forgiven

On-site Chaplain Program
- Available 24/7
- Confidential
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Benefits Cont.

On-Site Gym

- Open 24/7

The contents of this summary are not intended to create an employment contract, either expressed or implied, between the County and any if its employees or potential employees. This benefits summary is provided for general information purposes only. Please refer to County policies, summary plan descriptions and/or plan contracts for complete detailed information. The County reserves the right to modify, revoke, suspend, terminate, or change any or all of such plans, policies, or procedures, in whole or in part, at any time, with or without notice. This summary is not intended to be all-inclusive and may vary under existing contracts.