

County compensation greater than annual salary

Employees should know exactly what their benefits cost the County government during Fiscal Year 2021 thanks to Benefit Summaries distributed to all full-time employees during the week beginning November 3.

The summaries are prepared and distributed by the Personnel Office in order to make employees aware that benefits add up to a significant cost, oftentimes totaling more than one-half of and occasionally more than the employee's annual salary.

The Benefit Summary specifically details the cost of 12 paid holidays, annual vacation leave, the value of sick leave, the County's share of Social Security and Medicare taxes (7.65%), life insurance, long-term disability insurance, medical insurance, dental insurance, workers compensation insurance, longevity pay, a retiree benefits contribution and a pension benefit contribution, which assumes the employee vested with 8 years of service.



A value was not estimated for a number of important benefits, but the County bears a cost to provide them, such as: compassionate leave, unemployment insurance, service recognition awards, tuition assistance, training costs, deferred compensation, among others.

For Fiscal Year 2021, a total of \$12,826,100 was budgeted for non-leave related employee benefits. Many times employees forget that they are compensated more than just the gross amount indicated on their biweekly direct deposit statement. For instance, a County employee earning \$50,550 per year with 8 years of service and family medical insurance could receive an additional annual benefit value of around \$60,453.53 this year for a total compensation package of \$111,004+/yr. *(Since Kent County funds 80% of the dependent premium, promptly inform the Personnel Office of divorce in order to avoid retroactive full premium charges.)*

Employees are strongly encouraged to carefully review the information contained on the statement and immediately contact the Personnel Office with any errors especially as it relates to address, telephone number, hire/service date, marital status, and elected deductions.

Please note that hourly pay rates actually extend out four (4) decimal points. In order to determine the Alphabet letter that corresponds with the number indicated in the Step column, employees can visit the link (**FY2021grade&STEPrates**) located at the top of the Job Titles & Rates page on the Employee Portal. Hourly pay rates, annual salaries, and percentage adjustments are generally calculated and communicated to employees in rounded figures.

For more information about County benefits and your total compensation package contact the Personnel Office at 744-2310.

(Posted 10/28/20)