

2024 Benton County Employee Benefits Summary



★ Pay Periods

- Two-week pay period begins Monday and ends Sunday (Cencom is Sunday to Saturday)
- Paychecks are deposited the following Friday
- 26 pay periods per year

	Waiting Period	Accrual Rate	Per Year	Max	Paid Out
Comp Time	None	Hours over 40 x 1.5	Varies	40	Always
Vacation Years 1 through 5	6 months	0.0385 x hours worked	80 hours	160	After 1 year of service
Vacation Beginning Year 6 through 15		.05769 x hours worked	120 hours	240	Always
Vacation Beginning Year 16 onward		.07692 x hours worked	160	320	Always
Sick	3 months	0.0462 x hours worked	96 hours	480	Never

Vacation and sick time do NOT accrue during leave without pay

★ Paid Holidays

January 1	New Year's Day		September 2	Labor Day
January 15	King / Lee Day		November 11	Veteran's Day
February 19	President's Day		November 28 and 29	Thanksgiving
May 27	Memorial Day		December 24 and 25	Christmas
July 4	Independence Day			

Employee MUST work the day before and day after the holiday, or use comp/vacation time, to earn holiday pay. Employees working the holiday earn both regular time and holiday pay.

★ Insurance

Benefits begin the 1st day of the month following 60 days of employment. Employees must enroll within the first 60 days of employment. Enroll online using a laptop or desktop (No mobile app), <https://workforcenow.adp.com>

★ Arkansas Public Employees Retirement (APERS) www.apers.org

Employees contribute 5.50% of pretax income. Vesting period is 5 years.