P.O. Box 38, 537 Main Street, Seward, Nebraska 68434. Phone: 402-643-2928. Fax: 402-643-6491. www.CityofSewardNE.gov

COMPLETED JOB APPLICATION REQUIRED IN ORDER TO BE CONSIDERED FOR EMPLOYMENT—APPLICATIONS ACCEPTED THROUGH DATE WHEN POSITION IS FILLED. In addition, you may attach a resume or other related personal qualification information relevant to this job.

PLEASE RETURN COMPLETED APPLICATION IN PERSON, BY MAIL OR EMAIL TO:

City of Seward, ATTN: HR DIRECTOR, 537 Main Street, PO Box 38, Seward, NE 68434 OR info@cityofsewardne.gov

FULL-TIME STAFF CURRENT BENEFITS OFFERED (as of 10/1/26)

- **Health Insurance:** Employee pays the following amounts monthly for the following offered options:

  PPO (Option 31) Deductible HRA: $500 (from $1,500 to $2,000) for employee only, and $1,500 (from $,2500 to $4,000) for all other enrollment types. Expected healthcare costs paid monthly by employee:

Employee:	$ 51.00	Employee & Spouse:	$317.00
Employee & Children:	$241.00	Employee & Family:	$532.00

  IN-NETWORK DEDUCTIBLES ($2,000 SINGLE; $4,000 FAMILY)

  HSA Plan (Option 58) City of Seward will contribute up to $1,200 for Employee Only and $2,400 for all other enrollment types annually. Deductible HRA: $1,000 (from $1,800 to $2,800) for Employee Only and $3,000 (from $3,300 to $6,300) for all other enrollment types. Expected healthcare costs paid monthly by employee:

Employee:	$ 0.00	Employee & Spouse:	$206.00
Employee & Children:	$147.00	Employee & Family:	$372.00

  IN-NETWORK DEDUCTIBLES ($3,500 SINGLE; $7,000 FAMILY)

  NOTE: City pays 100% of premium cost for employee-only coverage on HSA plan.

- **Wellness Incentive**: Each FT employee will receive $45/month if they opt into a Wellness Center membership and keep current.
- **Dental Insurance:** City pays 100% of costs on employee. Employees pay additional per month for spouse ($42.22), children ($66.79), and family ($108.14).
- **Vision Insurance:** Employee pays 100% on self ($9.20) and for spouse ($18.42), children ($18.79), and family ($30.42).
- **Life Insurance:** City pays 100% of costs for coverage up to $25,000 on employee; $5,000 for spouse; and $2,000 per child older than 6 mos. Employee pays additional per month for coverages over that amount.
- **Pension:** After six months of successful completion (orientation period), the employee is considered a full-time, regular employee and thus becomes eligible to contribute 6% (9% for police officers) of base pay to pension plan. The City matches with the 6% and 9%. Voluntary contributions can be made (either taxed or pre-taxed) through a 457 plan.
- **Employee Leave:**
  - **Vacation:** Annual leave for regular full-time employees
    Less than 5 years employment = 80 Hours
    Beginning of 6th year employment to end of 10th year employment = 120 Hours
    Beginning of 11th year employment to end of 15th year employment = 144 Hours
    Beginning of 16th year employment to end of 20th year employment = 160 Hours
    Beginning of 21st year employment to end of 25th year employment = 184 Hours
    Beginning of 26th year employment onwards = 192 Hours
  - **Holiday:** 9 days leave observed holidays, plus 4 personal days annually
  - **Sick:** 96 hours earned annually, maximum accumulation of 900 hours
- **Uniforms:** At the Department Head's discretion.
- **Cell Phone Reimbursement:** Shall be paid to an employee at a rate of $30/month at Department Head's discretion.