

# HR NOTES

Unofficial publication

September 1 Edition 2023/Issue 10



## 457 Plan Details

Recently I sent out total compensation statements to all FT employees. I received questions about what the 457 plan is. This is our supplemental retirement plan run by SDRS. It is not the 6 or 8% that comes out of your checks and is matched by the county. This is an additional savings plan. According to IRS guidelines, you can contribute up to \$22,500/year (more if over age 50) in this account. New employees are automatically set up with the minimum amount of \$12.50/paycheck in a pre-tax fund. There is also an option to contribute to a Roth (after tax) plan. Or you can split it up between the two, just keeping the total under the IRS max.

You can opt in, increase your savings, change the amount, change the tax plan, or cancel it at any time.

There is an option to view and make changes to the SDRS SRP online. If you don't have an account set up yet, go to [www.srp457](http://www.srp457) and register!

## EMPLOYEE CHANGES

Goodbye to Amy Easton and Mataya Cournoyer. Good luck in your future endeavors. We welcome two new Assessors to the DOE office-Rachel Wrought and Jason Raymond. Also, Perry Titze will be starting soon at the Highway as a Blade Operator.

## BE CYBER SAFE

If you receive suspicious emails, please report them to our IT provider, Tech Solutions. The easiest way to do this is to use the Barracuda function in Outlook. You should have an icon near the upper right corner of the menu bar. If you can't see it, try different options for viewing the tool bar. You can designate why you think it is dangerous, possibly someone pretending to be one of our employees asking you to do something odd or threatening you. Feel free to call the supposed employee directly from our phone list (not from a number included in the email) to see if it is real or spam. Keep watching the Phishline trainings. They give helpful hints and reminders and this all helps to keep our computer systems safe.

## HOLIDAY

Davison County offices will be closed on Monday, September 4, in honor of Labor Day. Enjoy the long weekend, but please be safe and make good decisions. For those who must work, thank you for your Labor!

## SAFETY TRAINING

In case you missed the email, we will be having Tracie Everson from Safety Benefits present an onsite talk on Sensitivity at Work. She is a wonderful speaker and will keep us all engaged. Sign up on the Google spreadsheet at

[https://docs.google.com/spreadsheets/d/1ST5dgvTrNikTpcjZzvOZ6Zk\\_ea1mY/edit?usp=sharing&ouid=1001622610562619898&rtipof=true&sd=true](https://docs.google.com/spreadsheets/d/1ST5dgvTrNikTpcjZzvOZ6Zk_ea1mY/edit?usp=sharing&ouid=1001622610562619898&rtipof=true&sd=true)

## CONGRATS!

**Congratulations to Jessica King as she receives her Sergeant bars!**

**Upcoming or recent birthdays:** Steve Groseth, Gerald Koch, Matt Huber, Tyler Torres, Bridgett Nelson, Karen Knadle, and Warren Clark.

**Anniversaries:** Cristal Villalvazo and Kristi Juracek both hit their one-year mark!

**Why did ancient Egyptians have a hard time recruiting laborers? It was a pyramid scheme. We are so thrilled that we have been able to hire some great new employees for Davison County.**

