

## **A QUICK LOOK AT GRANT COUNTY BENEFITS**

**Health Insurance:** Grant County pays a designated employer share of the lowest health insurance plan premium (pro-rated for regular part-time employees); your choice of Dean HMO or Dean POS. Employee pays an affordable annual deductible. The employee paid premium is deducted pre-tax.

**Dental Insurance:** Grant County employees are eligible to participate in a 100% employee paid dental plan. Your choice of basic or advanced coverage. The employee paid premium is deducted pre-tax.

**Vision Insurance:** Grant County employees are eligible to participate in a 100% employee paid dental plan. The employee paid premium is deducted pre-tax.

**Wisconsin Retirement:** Grant County pays the employer share of the required contributions for the Wisconsin Retirement Fund

**Section 125 Flex (Flexible Spending Accounts):** The County's Section 125 Plan allows you to use Flexible Spending Accounts to pay for IRS-approved medical and dependent care expenses with pretax dollars.

**Life and AD&D Insurance:** Grant County pays 100% of premium of a \$15,000 term life insurance and AD&D plan

**Voluntary Life and AD&D Insurance:** Employees may purchase additional life insurance for themselves and eligible family members.

**Long Term Disability Plan:** Grant County pays 100% of the premium

**Deferred Compensation (457 Plan):** Allows employees to defer wages to a tax-sheltered retirement savings plan; the deferred compensation programs offer a variety of investment options

**Paid Holidays:** 9 1/2 paid holidays per year

**Paid Vacation Time:** Upon hire followed by 10 to 25 days per year; see Employee Handbook for schedule

**Paid Sick Days:** Accumulates per pay period for a total of 96 hours per year; cash incentive program after 24 days is accumulated for at least one year

**Paid Discretionary Days:** Three per year

**Direct Deposit:** Payroll is directly deposited conveniently in an employee's financial institution.

**Employee Assistance Program:** Employee Assistance Program (EAP) will offer members up to 5 sessions per person, per issue, per year, covering issues such as marital/family problems, stress/anger, anxiety/depression, addiction, and life transition as well as Legal, Financial, Work-Life issues.

**Leave of Absence:** Grant County allows for necessary time away from work for maternity leave, adoption, serious health condition of employee or family member, jury duty, military leave, and funeral leave.

**Other:** Bereavement leave, Emergency service volunteers, Jury Duty, Unemployment, and Workers Compensation

Important Notice: This summary is intended to highlight the provisions of the County benefit programs and does not replace the official documents that legally govern each plan. In the event of any disagreement between this summary and the official documents, the official documents will govern. Please see your Grant County Employee Handbook for details and eligibility requirements. This summary brochure is not intended to be interpreted as constituting a contract of employment.