

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 Quartz HMO or Quartz POS (effective 01/01/2019). Employee pays an 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. 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. The WRS is a defined benefit plan.

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 \$10,000 term life insurance and AD&D plan

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: 8 1/2 paid holidays per year

Paid Vacation Time: 10 to 25 days per year; see Employee Handbook for schedule

Paid Sick Days: Accumulates one day per month; cash incentive program after 24 days are 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.

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.