

**EMPLOYEE BENEFITS 301**

*Effective Date: 02/01/2016*

Eligible employees at Cass County are provided a wide range of benefits. A number of the programs (such as Social Security, workers' compensation, and unemployment insurance) cover all employees in the manner prescribed by law.

Benefits eligibility is dependent upon a variety of factors, including employee classification. The Human Resources Department can identify the programs for which you are eligible. Details of many of these programs can be found elsewhere in the employee handbook.

The following benefit programs are available to eligible employees:

- Annual Leave
- Dental Insurance
- Dependent Care & Medical FSA
- Funeral Leave
- Holidays
- Jury Duty Leave
- Medical Insurance
- Medical Leave
- Military Leave
- Personal Leave
- Retirement
- Sick Leave
- Supplemental Life Insurance
- Uniform & Uniform Maintenance

Some benefit programs require contributions from the employee or are unpaid (such as some of our leave programs), while others may be fully paid by Cass County. All benefits are subject to the terms and conditions described in the foregoing policies or summary plan description, insurance certificate, or plan document for that plan.