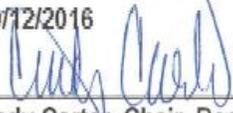


# Grant County Personnel Policy

DATE ISSUED: 10/12/2016	EFFECTIVE DATE: 10/12/16
APPROVED:  Cindy Carter, Chair, Board of County Commissioners	10-10-16 Date Signed
LAST REVISED: 06/30/2016	CONTACT: Human Resources

**902 – Flexible Benefits Plan**

902.1 Grant County may sponsor employee benefit programs known as a "Flexible Benefits Plan" (the "Plan") for its employees. Under federal tax law, this is also known as a "cafeteria plan", as it permits employees to choose from several different insurance and fringe benefit programs, as determined by the employer, according to the employee's individual needs. Through employee salary redirection, the Plan allows eligible employees to use funds, provided by the employer, to choose one or more of the benefits offered. Where applicable, coverages may be paid with pre-tax dollars; other benefits under the Plan will only be allowed to be funded with post-tax dollars.

902.2 Regular employees (full-time or part-time) are eligible to purchase various flexible benefits, as determined by the employer. If elected, flexible benefits are paid in advance through authorized payroll deductions by the employee. The employee may be eligible to participate in these benefits on the first day of the month following the required waiting period of employment. Questions regarding the eligibility waiting period should be directed to the Human Resources department or Accounting/Payroll. The annual election period thereafter is January of each year.

902.3 These benefits may be administered through a third-party provider, as determined by the employer. Questions regarding the programs should be directed to the Human Resources department or the provider representative.