



## Why work for the County of Monroe?

1. Work/Life Balance
2. Health and Wellness
3. Retirement Planning
4. And more

This brochure provides brief highlights of the County of Monroe's benefits. The plan documents for each benefit plan are considered "governing documents" and rule in any case of discrepancy. Receiving this information is not a guarantee of future or continued employment or benefits.

*County of Monroe is an Equal Opportunity Employer.*



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MONROE  
COUNTY

Michigan



## Non-Union Full-Time Benefits Summary

January 1, 2021

Phone: 734-240-7301

## Work/Life Balance

**Vacation:** Employees receive one week after 6 months of employment. Additional hours based on months of service.

**Paid Holidays:** 12.5 paid holidays each calendar year: New Year's Day, Martin Luther King Jr. Day, President's Birthday, Good Friday (1/2), Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Thanksgiving Friday, Christmas Eve, Christmas Day and New Year's Eve.

**Sick Leave:** Six (6) days per year (sick days are pro-rated after 90 days of employment). Eight (8) sick days per year for Management.

**Personal Leave:** Four (4) days per year after one-year service. (1<sup>st</sup> year of employment personal leave days pro-rated.)

## Health & Wellness

**Health Insurance:** Full-time employee may elect coverage for himself/herself and his/her eligible dependents under one of the following health insurance plans:

1. BCBSM Flexible Blue & RX with HSA
2. BCBSM Community Blue PPO Option 3 Plan Rx generic mandate, 50% co-pay (\$5 floor and \$50 ceiling)
3. BCBSM Community Blue PPO Option 6 Plan PPO Options-Rx generic mandate, 50% co-pay (\$5 floor and \$50 ceiling)

Employees shall pay the difference between the cost of the PPO plans and the amount of the Employer's total contribution towards the cost of the Flexible Blue Plan with the HSA.

**Dental Insurance:** Effective on the 91<sup>st</sup> calendar day of employment (100%/75%/50% coverage) \$1000 limit per year/per person

**Vision Insurance:** Effective on the 91<sup>st</sup> day of employment (eye exam/lenses every 12 months/frames every 24 months)

**Life Insurance:** Effective on the 91<sup>st</sup> calendar day of employment. \$20,000 to \$50,000 (based on annual salary)

**Short/Long-Term Disability:** Effective on the 91<sup>st</sup> day of employment. 67% of the employee's gross basic monthly income earnings with a maximum of \$4,000 and a minimum monthly benefit of \$100.

**Voluntary Group Insurance Options:** Additional Life and AD&D Insurance, Accident Insurance, Hospital Indemnity & Critical Illness. Paid out as post-tax, lump sums. Employees, Employee Spouse, and Employee Children are eligible.

## Retirement

**MERS Defined Contribution Plan:** Employees are required to contribute 4% of pay to the MERS DC Plan. The county will match the employee up to 6%.

**MERS Health Care Savings Plan:** Employees are required to contribute 2 % to this plan. The County will match the employee up to 2%.

Employees are vested day 1 of employment.

**Additional Deferred Compensation:** The County partners with other companies to bring additional retirement savings options.

## Misc.

**Hours of Work:** 8.0 hrs per day, 40 hrs. per week. Hours are set by Elected Officials/Department Heads and may fluctuate at any time, based on the needs of the department.

**Overtime:** Exempt employees do not receive and are not entitled to compensation or compensatory time for working more than a forty (40) hours per week. All non-exempt employees shall not work more than the normal work day or normal work week without approval of the Department Head. A non-exempt employee who works more than forty (40) hours in a work week shall receive one and one-half (1 ½) times his or her regular rate of pay or shall receive compensatory time off at the rate of time and one-half (1 ½). All compensatory time off must be taken within the next pay period after which the overtime is worked

**Educational Reimbursement:** Employees are eligible for reimbursement of County approved courses after 1 year of full-time service.

**Employee Assistance Program:** Employees have access to voluntary, confidential and free services to assist with mental, financial, and legal issues

**YMCA Partnership:** Employees have a corporate discount with the Monroe Family YMCA. Payments are bi-weekly and post-tax.

