

**MONTGOMERY COUNTY, TEXAS  
EMPLOYEE POLICY MANUAL  
4. BENEFITS AND LEAVE**

**4.2 SOCIAL SECURITY**

- PARTICIPATION** 4.2-1 All County employees participate in Social Security which provides certain retirement and disability income benefits, including Medicare. Participation in this federal program is required by law.
- DEDUCTIONS** 4.2-2 Deductions are made from each pay check in accordance with federal guidelines; this deduction is noted as "FICA" on employees' pay stubs.
- COUNTY CONTRIBUTION** 4.2-3 Montgomery County funds an amount equal to the employee's deduction to the Social Security Administration for the employee's benefit.
- ADDITIONAL INFORMATION** 4.2-4 Employees are encouraged to go to [www.ssa.gov](http://www.ssa.gov) for further information about their Social Security benefits.