

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

**4.4 OPTIONAL BENEFITS**

- PURPOSE** 4.4-1 Montgomery County strives to offer a competitive salary and benefits package which will attract and retain qualified and dedicated individuals to fill the jobs necessary to serve the public. The County has negotiated contracts with various benefit providers to offer the following at group rates:
- A. Dental, vision, and optional life
  - B. An I.R.S. Section 457 deferred compensation plan
  - C. An I.R.S. Section 125 Cafeteria Plan
- COSTS** 4.4-2 All charges and administrative costs are the employee's responsibility and will be deducted from his/her pay checks. Should an employee not receive a pay check, benefit rates will be billed with a 30 day grace period and must be received by the Risk Management Department.
- DETAILS** 4.4-3 Employees should contact the Risk Management Department for further information regarding optional benefits and for enrollment forms.