

Policy 501 – Health and Welfare Benefit Options

It is the policy of the Johnson County Government to attract and retain talented employees by offering competitive employee benefits that fairly allocate costs between Johnson County and its employees and by providing a flexible benefits program that allows eligible employees to choose health insurance and other health and welfare benefits appropriate for their individual needs.

Components of the Flexible Benefits Program

The Board of County Commissioners is responsible for approving the components of the flexible benefit program and the amount of County funding allocated to each component. All benefits are provided at the sole discretion of the County and are subject to available funding. They may be modified, revoked, suspended, or terminated without notice at the sole discretion of the Board.

Eligible employees have the option to decline any component of the flexible benefit program that requires an employee contribution other than medical coverage. Participation in one of the County's group medical coverage plans is mandatory for eligible employees unless the employee is able to document coverage through another plan or program. Employee contributions to benefit plans are held in trust for the employee and used for the purpose for which they were contributed.

Eligibility

Eligibility for benefits under each of the component programs is dictated by the terms and conditions of that program as stated in the Johnson County Government Flexible Benefit Program Plan Document, the Johnson County Comprehensive Health and Welfare Benefit Plan & Summary Plan Description, and the related Component Documents and insurance contracts (collectively, "Plan Documents").

Administration and Interpretation

The County Manager may adopt Human Resources Procedures for administration of a flexible benefit program that are consistent with this policy and the Plan Documents. The Plan Documents will be controlling in matters of interpretation of the flexible benefit program.

Effective 01-01-2020, Resolution No. 044-19