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SWEET GRASS COUNTY EMPLOYEE BENEFIT INFORMATION

Medical Health Benefits – Group health benefits are available to eligible County employees. An employee must work a minimum of 20 hours per week to be eligible for group health insurance. The county currently contributes \$800.00 per month to the employee portion of the health insurance premium for a full-time employee. The county contribution is pro-rated on hours paid for part-time employees as long as they work the 20 hour per week minimum. The employee pays the premium portion for dependent coverage.

Flexible Benefits Plan – Pre –tax out of pocket medical expenses and day care expenses are offered.

Supplemental Medical Coverage and voluntary life insurance coverage are offered (i.e., dental and vision).

Public Employees Retirement System – Employees of Sweet Grass County are covered by Public Employees Retirement System (PERS). New members to the PERS have an opportunity to choose between two retirement plan options: the Defined Benefit Plan or the Defined Contribution Plan.

Sheriffs' Retirement System (SRS) – A public pension plan for all Montana Sheriffs hired after July 1, 1974 is in place for all law officers.

Sick Leave – Full-time employees accrue 8 hours per month and are eligible to use banked sick leave after 90 days of employment. The accrual is pro-rated for part-time employees

Vacation Leave – Full-time employees accrue 10 hours per month and are eligible to use banked vacation leave after 6 months of employments. The accrual is pro-rated for part-time employees.

Holidays – The County observes eleven legal holidays in even numbered years and ten legal holidays in odd numbered years.