

CASH OPTION PLAN

Cass County provides health insurance coverage for employees working a minimum of thirty hours per week. Certain County employees may be covered under another group insurance plan and therefore do not receive full benefits under the county's plan because of its provisions for coordination of benefits.

Thus, it may be in the mutual interest of both the County and the employees to allow employees to opt out of the County's health insurance program in exchange for a payment of \$225 per month or \$2,700 per year. This amount is paid once a month to employees.

Employees who opt out of the health insurance plan may continue to have life, vision, and dental coverages with Cass County. Under current health insurance plan rules, employees may re-enroll for coverage at the next open enrollment period or if they experience an applicable IRS defined qualified life event, such as if their spouse loses coverage due to death, divorce, or termination of employment.

Employees who are covered by their spouse or by any other family member under the County health insurance shall not receive the cash payment of \$225 per month.

Adopted: October 1, 1997

Amended: May 5, 2005

Amended: August 6, 2009

Amended: December 22, 2014

Amended: April 1, 2021