

Benefits



of working at Calhoun County

As a full-time employee at Calhoun County, you receive the following benefits which offer **flexibility, choice,** and **value.**

Medical, Dental, Vision

- Medical – BCBS plans: PPO and HSAs
- Dental – 100% employer paid
- Vision – 100% employer paid
- Life insurance – employer paid 1x salary (up to \$50,000)
- Insurance opt out = \$2,600/year

Retirement Benefits

- Employer 401(k) match program up to 7% of employee contribution
- 457 deferred compensation plan
- Free individual and group investment and retirement planning advice
- Retiree health insurance

Calhoun Co. Health & Wellness Center

- Operated by Premise Health
- Preventative care, primary care, and acute health care, and coaching
- Free preventative services and free preventative medications
- Free annual health risk assessment

Voluntary Benefits

- Supplemental life and AD&D insurance
- Accident and critical illness insurance
- Long-term disability
- Flexible spending accounts
- Buy-up dental plan

Your Life Outside of Work Prioritized

- Start with 3.6 weeks paid time off
- 14 paid holidays per year
- Hybrid and flexible scheduling for eligible positions
- Short-term disability – 100% employer paid

Wellness & Self-Care

- Two employee assistance programs offering up to eight free, confidential mental health sessions per year
- Regular wellness education, programming, and incentives
- Standing desks, where available

Growth

- Tuition reimbursement up to \$500/year
- Departmental professional development budgets
- Career advancement opportunities
- [Public Service Loan Forgiveness](#) eligibility

Community Betterment

- Meaningful and valuable work
- Impact your community
- Job stability and job security
- Justice, diversity, equity, inclusion values
- Discounts at local merchants

Additional benefit information is available on the Calhoun County [Employee Benefits page](#). The County reserves the right to modify, change, and/or eliminate compensation and/or benefits offered during the time of your employment subject to policies adopted by the Board of Commissioners and/or negotiated through union collective bargaining. Collective bargaining agreement language supersedes this information.