

Van Buren County Additional Benefits

MERS Defined Benefit

The pension plan includes a mandatory 5% employee contribution, employer contributions based on bargaining unit, and a 10-year vesting period.

MERS 457

Employees may choose to participate in the MERS 457 deferred compensation plan, allowing you to save for retirement through pre-tax or Roth payroll deductions.

MERS Health Care Savings Program

Employees contribute \$5 per pay period to a MERS Health Care Savings Program account, which can be used tax-free for medical expenses after leaving employment.

Paid Holidays

The County provides a full schedule of 13 paid holidays each year. Employees enjoy paid time off on all County-observed holidays.

Accident

Aflac Accident Insurance pays cash benefits for unexpected injuries, directly to you, with coverage available for employees, spouses, and dependents.

Hospital Indemnity

Aflac Hospital Indemnity provides cash benefits for hospital stays, paid directly to you, with no waiting periods, pregnancy limits, or pre-existing condition exclusions.

Critical Illness

Aflac Critical Illness provides a lump-sum payment for covered diagnoses. Coverage is guaranteed-issue with no pre-existing condition exclusions, and children are covered at 50% at no extra cost.

Disability

The County provides short-term and long-term disability coverage for full-time employees to help protect your income if you are unable to work due to illness or injury.

Life Insurance

The County provides employer-paid life insurance to all full-time employees. Coverage amounts vary by bargaining unit.

Voluntary Life Insurance

Employees may elect voluntary life insurance for themselves, their spouse, and their dependents. Coverage options are age-rated and can be selected during enrollment.

Wellness

Our Wellness Committee provides wellness activities, rewards, and gym membership reimbursement for employees.

Employee Assistance Program

Our Employee Assistance Program through Bronson HelpNet is free for employees and household members.