5A. **Healthcare Benefits**

Employees who meet the definition of "benefit eligible" under both Morrow County policy and that of its health insurance provider are entitled to the benefit options offered by Morrow County. Generally speaking, that means Morrow County offers medical insurance for all of its regular employees unless otherwise established by law. Morrow County pays a portion of the premium for the employee based on the amount negotiated in the current collective bargaining agreement. Part-time employees who are scheduled for less than 20 hours a week are not eligible for health-insurance coverage.

The group insurance policy and the summary plan description issued to employees set out the terms and conditions of the health insurance plan offered by Morrow County. These documents govern all issues relating to employee health insurance. As other employee benefits are offered by Morrow County, employees will be advised and provided with copies of relevant plan documents. Copies are available from Human Resources.