

# **Black Hawk County Benefits and Policies for Non-Bargaining Employees**

**Prepared by:  
Human Resources**

## **BENEFITS AND POLICIES FOR NON-BARGAINING EMPLOYEES**

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## **FOREWORD**

The purpose of this Benefits and Policies for Non-Bargaining Employees guide is to establish a system of fringe benefits and policies for all regular full-time and part-time non-bargaining employees of Black Hawk County. This document is not intended to be comprehensive or to address all the possible applications or exceptions to the fringe benefits and general policies contained herein. If you have any questions concerning eligibility for a particular benefit, or the applicability of a policy or practice to you, you should address your specific questions to the Human Resources Department.

This document does not confer any contractual right, either expressed or implied, between the employee and Black Hawk County.

Black Hawk County reserves the right to update, modify or discontinue the policies and benefits described herein without advance notice and to implement all policies as it sees fit. Some subjects, such as benefit plan information, are covered in official policy documents and you should refer to those documents for more detailed benefit information. In the event of a conflict between these documents and the policy, the plan documents will govern.