

LAMPASAS COUNTY PERSONNEL POLICIES

SECTION 6. EMPLOYMENT BENEFITS

6.1 EMPLOYEE BENEFITS PROGRAM

SET FORTH ON THE FOLLOWING PAGES IS A BRIEF DESCRIPTION OF THE COUNTY'S EMPLOYEE BENEFITS PROGRAMS FOR FULL TIME EMPLOYEES AND ELECTED/APPOINTED OFFICIALS. IN THE EVENT OF ANY CONFLICT BETWEEN THE INFORMATION CONTAINED IN THIS HANDBOOK AND THE INFORMATION THAT APPEARS IN THE MASTER CONTRACTS OF INSURANCE BETWEEN THE COUNTY AND OUR INSURANCE CARRIERS OR OUR MASTER PLAN DOCUMENTS, THE MASTER CONTRACT/DOCUMENTS SHALL GOVERN IN ALL CASES.

THE COUNTY RESERVES THE RIGHT TO AMEND OR TERMINATE ANY OF THESE PROGRAMS OR TO REQUIRE OR INCREASE EMPLOYEE PREMIUM CONTRIBUTIONS TOWARD ANY BENEFITS AT ITS DISCRETION. THIS RESERVED RIGHT MAY BE EXERCISED IN THE ABSENCE OF FINANCIAL NECESSITY. WHENEVER AN AMENDMENT IS MADE TO ANY OF THE COUNTY'S BENEFITS PROGRAMS, THE RESPECTIVE PLAN ADMINISTRATOR WILL DRAFT AND SUBMIT THE AMENDMENT TO THE COUNTY'S POLICY FOR REVIEW AND APPROVAL.

THE RESPECTIVE PLAN ADMINISTRATOR WILL NOTIFY PLAN PARTICIPANTS OF ALL APPROVED AMENDMENTS OR PLAN TERMINATION'S. THE EMPLOYEE BENEFITS PROGRAM SHOULD NOT BE CONSTRUED AS CREATING A CONTRACT OF EMPLOYMENT, EXPRESS OR IMPLIED, FOR ANY SPECIFIC DURATION.

THE COUNTY RESERVES THE RIGHT TO TERMINATE ITS EMPLOYEES AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE AND WITH OR WITHOUT NOTICE. THE COUNTY ALSO RESERVES THE RIGHT TO MODIFY OR TERMINATE THESE PROGRAMS AT ANY TIME.