

FRINGE BENEFITS

Adopted: 09/18/2019

The State Appellate Defender Office has established certain benefits for employees. However, these benefits may be modified or terminated in the sole discretion of SADO and/or State of Michigan.

1. **Insurance:** Only employees working 30 hours or more per week are eligible to participate in health, dental, vision, life, and long-term disability coverage in accordance with the approved benefit program of SADO. Information regarding these benefits may be obtained through Human Resources.
2. **Retirement:** All employees (including part-time employees) are automatically enrolled in the Michigan State Employee's Retirement System and are subject to its rules and regulations.
3. **Flexible Spending Accounts and Other Optional Benefits:** All employees (including part-time employees) are eligible to participate in the Flexible Spending Accounts and Other Optional Benefits and are subject to their rules and regulations. For a complete list of these benefits and information pertaining to them, employees should contact Human Resources.
4. **Consolidated Omnibus Budget Reconciliation Act (COBRA):** Notice regarding the availability of certain health benefits upon termination of employment will be provided in compliance with federal law. Separately, the spouse of any SADO employee terminating the employment relationship shall receive information regarding COBRA benefits.