

Baldwin County Commission

Full-Time Employee Benefits

(Effective 01/01/2016)

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY (Including Open Enrollment)	WHAT YOU RECEIVE
Health Insurance (Blue Cross Blue Shield of Alabama)	\$91.22/month for single \$337.02/month for family	All Full-Time Employees	1 st day of the month following the first 30 days of employment (option to pay full month premium in advance to continue current coverage)	*Major Medical Coverage/Prescription Drug Plan/ Preventative Care/ EPS
Dental Insurance (Blue Cross Blue Shield of Alabama)	\$21/month single \$63/month family \$67/month family with Orthodontic	All Full-Time Employees	1 st day of the month following the first 30 days of employment (option to pay full month premium in advance to continue current coverage)	\$50 Deductible \$2,000 Max per year 100% Diagnostic and Preventive Care 80% Restorative, Oral Surgery, Crowns, Dentures, Periodontic, Orthodontic Optional
<p>* Health Insurance Info * \$300 deductible per hospital admission \$35 Physician co-pay/office visits \$100 co-pay outpatient surgery \$0 co-pay/deductible – outpatient diagnostic lab/ x-ray / pathology / dialysis / IV therapy \$100 co-pay ER Medical Emergency \$0 co-pay/deductible ER Accident Emergency Co-pay drug plan – covered 100% after following co-pays: \$15 generic drugs / \$40 preferred brand drugs / \$60 other brand drugs</p>				
Vision Insurance (VSP Vision)	\$10.82/month employee only \$15.70/month employee +1 \$28.14/month family	All Full-Time Employees	1 st day of the month following the first 30 days of employment	Exam – once a year Frame – once a year Contact Lenses – once a year
<p>*Vision Insurance Info* \$10 co-pay exam \$130 allowance for frames (may be less with some providers) Up to \$60 co-pay for contact lens fitting \$10 co-pay materials \$130 allowance for contact lenses Separate co-pays for lens enhancements</p>				
Long-Term Disability	*County pays 100%*	All Full-Time Employees	1 st day of the month following the first 30 days of employment	Intended to protect your income for a long duration after you have depleted your short-term disability or sick/annual leave.
Short-Term Disability	Based on age and income *Employee pays 100%*	All Full-Time Employees	1 st day of the month following the first 30 days of employment	Intended to protect your income for a short duration in case you become ill or injured.
Flexible Spending Account (FSA) (TASC)	\$2,550 Health Limit \$5,000 Dependand Care Limit	All Full-Time Employees	First pay period following first day of employment	Health FSA allows payment of eligible non-covered medical expenses (such as co-pays/deductibles). Dependent Care FSA reimburses eligible childcare expenses.
Life Insurance and AD&D (ING)	\$3.60 per month per employee *County pays 100%*	All Full-Time Employees	1 st day of the month following the first 30 days of employment	\$30,000 life insurance coverage \$30,000 accidental death and dismemberment coverage
Voluntary Life Insurance (ING)	Based on age and selected coverage amount *Employee pays 100%*	All Full-Time Employees	1 st day of the month following the first 30 days of employment	Provides option to select coverage for self, spouse, & dependent children.
Retirement (Retirement Systems of Alabama)	Mandatory Participation 7.5% hired <u>before</u> Jan 1, 2013 6% hired <u>after</u> Jan 1, 2013 (matched by County)	All Full-Time Employees	Date of employment	Varies by date of employment into RSA. Contact Personnel for more information or visit www.rsa-al.gov
Workers Compensation	No cost to Employee	All Employees	Date of employment	Program administered by Meadowbrook Insurance Group (1-800-536-7702)
RSA-1 & Nationwide Retirement Solutions	Voluntary Participation *Employee pays 100%*	All Employees	Date of employment	Deferred Compensation Plan – tax deferred retirement savings plan
Aflac Liberty National	Determined by Insurer *Employee pays 100%*	All Employees	Upon enrollment	Allows payroll deduction of certain insurances (Accident, Cancer, Short-Term Disability, Life, etc.)
Fitness Center	Discount if Employee chooses to participate	All Employees	Date of Employment	Discounted membership to North Baldwin Wellness Center, Thomas Wellness and all YMCAs

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Annual Leave	No cost to Employee	All Full-Time Employees	1 st day of the month following the first month of employment. Cannot use until after probationary period	Employee hired AFTER 01/01/2013: 0-5 years – 96 hours per year 6-10 years – 120 hours per year 11-15 years – 144 hours per year 15+ years – 168 hours per year
Annual Leave for Employees Hired BEFORE 01/01/2013: 0-5 years – 96 hours per year 6-10 years – 120 hours per year 11-15 years – 168 hours per year 15+ years – 192 hours per year				
Family Medical Leave (FMLA)	No cost to Employee	All Employees	After completion of 1250 hours of work over the previous 12 months	Up to 12 weeks leave in 1 year for: 1) birth or adoption of a child; 2) spouse/parent/child with a serious health condition; 3) employee's own serious health condition.
Sick Leave	No cost to Employee	All Full-Time Employees	1 st day of the month following the first month of employment. Cannot use until after probationary period	8 hours of Sick Leave per month
Jury Duty	No cost to Employee	All Employees	Date of Employment	Paid leave granted for hours served
Bereavement Leave	No cost to Employee	All Full-Time Employees	Date of Employment	1 day of paid leave for death of immediate family member. Sick leave can be used after bereavement day.
Military Leave	No cost to Employee	All Employees	Date of Employment	Leave of absence with pay up to 21 work days for annual training or as directed by law.
Longevity Pay	No cost to Employee	All Full-Time Employees	Upon completion of 5 years of continuous employment. Based on a fiscal year.	5- 9 years - \$500 10-14 years - \$1,000 15+ years - \$1,500
Holidays	No cost to Employee	All Full-Time Employees	Date of Employment	13 paid holidays per year

RETIREE BENEFITS	PREMIUM	WHO RECEIVES	ELIGIBILITY	WHAT YOU RECEIVE
Retiree Health Insurance (BCBS/AL) *for employees hired into the RSA system AFTER 01/01/2013*	50% of the total cost of single coverage.	Retirees with at least 15 years of service with Baldwin County Commission	First month following the date of retirement	Same coverage as active full-time employee plan
Retiree Health Insurance (BCBS/AL) *for employees hired into the RSA system BEFORE 01/01/2013*	Retiring with 30 years of service – County pays 100% of single coverage premiums Retiring with 25 years of service – Retiree pays \$100 per month.	Retirees with at least 15 years of service with Baldwin County Commission	First month following the date of retirement	Same coverage as active full-time employee plan
Retiree Sick Leave Payout	No cost to the Retiree	Retirees with at least 15 years of service with Baldwin County Commission	Final check before retirement	Pursuant to the retirement requirements of RSA. Retiree will be paid half of accumulated sick leave not to exceed 360 hours.

Retirees hired before 01/01/2013: Retiring from RSA (pursuant to the requirements of RSA) with 25 years of service or at age 60 with at least 15 years of service with Baldwin County.

Retirees hired after 01/01/2013: Retiring from RSA (pursuant to the requirements of RSA) with at least 15 years of service with Baldwin County.