

Baldwin County Commission

Full-Time Employee Benefits 2025

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY	WHAT YOU RECEIVE
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 6-month probationary period	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	3 days 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 workdays 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	14 paid holidays per year

RETIREE BENEFITS	PREMIUM	WHO RECEIVES	ELIGIBILITY	WHAT YOU RECEIVE
*Retiree Health Insurance (BCBS/AL)	Retiring with 30 years of service – County pays 100% of single coverage premiums Retiring with 25 years of service – Retiree pays \$100 per month for 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 *subject to annual biometric screenings for incentive*
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.
Retiree Sick Leave Rollover	No cost to the Retiree	Retirees who meet the minimum qualification for service retirement through RSA	Rollover to RSA upon retirement	Sick leave hours converted into service credit

*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.