

# Baldwin County Commission

## Part-Time Employee Benefits 2023

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY (Including Open Enrollment)	WHAT YOU RECEIVE
<b>Paid Time Off (PTO)</b>	No cost to Employee	All Part-Time Employees	1 <sup>st</sup> day of the month following the first month of employment. Cannot use until after probationary period	Receives a rate of .0319 per hour worked up to 48 hours per year.
<b>Retirement</b> (Retirement Systems of Alabama)	<b>Mandatory Participation</b>  <b>*all employees will be offered Tier I benefits at 7.5%*</b>	All Part-Time Employees who average at least 20 hours per week	Date of employment	Varies by date of employment into RSA. Contact Personnel for more information or visit <a href="http://www.rsa-al.gov">www.rsa-al.gov</a>
<b>Workers Compensation</b>	No cost to Employee	All Employees	Date of employment	Program administered CRS (1-888-608-2009)
<b>Employee Assistance Program</b>	<b>*County pays 100%*</b>	All Employees	Date of employment	Short-term counseling and referral services for behavioral health-related problems
<b>Family Medical Leave (FMLA)</b>	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.
<b>Jury Duty</b>	No cost to Employee	All Employees	Date of Employment	Paid leave granted for hours served
<b>Military Leave</b>	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.
<b>Fitness Center</b>	Discount if Employee chooses to participate	All Employees	Date of Employment	Discounted membership to North Baldwin Wellness Center, Thomas Wellness and The Rac