

# Baldwin County Sheriff's Office

## Full-Time Employee Benefits

(Effective 01/01/2018)

| BENEFIT  | PREMIUM   | WHO RECEIVES   | ELIGIBILITY (Including Open Enrollment)                                    | WHAT YOU RECEIVE  |
|--|---|--|--|---|
| <b>Health Insurance</b><br><br>(Blue Cross Blue Shield of Alabama)   | \$91.22/employee pays per month for single<br>\$416.35/Sheriff's Office pays per month for single<br><br>\$337.02/employee pays per month for family<br>\$925.12/Sheriff's Office pays per month for family | All Full-Time Employees  | 1 <sup>st</sup> day of the month following the first 30 days of employment | *Major Medical Coverage/Prescription Drug Plan/ Preventative Care/ EPS<br><br>*Premium subject to participation in voluntary wellness program.  |
| <b>Dental Insurance</b><br><br>(Blue Cross Blue Shield of Alabama)   | \$21/month single<br><br>\$63/month family<br><br>\$67/month family with Orthodontic<br><br>*Employee pays 100%*  | All Full-Time Employees  | 1 <sup>st</sup> day of the month following the first 30 days of employment | \$50 Deductible<br>\$2,000 Max per year<br>100% Diagnostic and Preventive Care<br>80% Restorative, Oral Surgery, Crowns, Dentures, Periodontic, Orthodontic Optional  |
| <b>* Health Insurance Info *</b><br>\$300 deductible per hospital admission      \$35 Physician co-pay/office visits<br>\$100 co-pay outpatient surgery      \$0 co-pay/deductible – outpatient diagnostic lab/ x-ray / pathology / dialysis / IV therapy<br>\$100 co-pay ER Medical Emergency      \$0 co-pay/deductible ER Accident Emergency<br>Co-pay drug plan – covered 100% after following co-pays: \$15 generic drugs / \$40 preferred brand drugs / \$60 other brand drugs |   |  |  |   |
| <b>Symbol Health Clinics</b>   | No cost to Employee   | All Employees and Dependents enrolled in Sheriff's Office Health Insurance | 1 <sup>st</sup> day of the month following the first 30 days of employment | Easy access to primary care, disease management and wellness services.<br>\$0 co-pay/deductible<br>Prescriptions dispensed on-site and are free.<br>On-site wellness coaching with a personal Health Coach. |
| <b>Vision Insurance</b><br><br>(VSP Vision)  | \$10.82/month employee only<br>\$15.70/month employee +1<br>\$28.14/month family  | All Full-Time Employees  | 1 <sup>st</sup> day of the month following the first 30 days of employment | Exam – once a year<br>Frame – once a year<br>Contact Lenses – once a year   |
| <b>*Vision Insurance Info*</b><br>\$10 co-pay exam      \$130 allowance for frames (may be less with some providers)      Up to \$60 co-pay for contact lens fitting<br>\$10 co-pay materials      \$130 allowance for contact lenses      Separate co-pays for lens enhancements  |   |  |  |   |
| <b>Long-Term Disability</b>  | *Sheriff's Office pays 100%*  | All Full-Time Employees  | 1 <sup>st</sup> 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.  |
| <b>Short-Term Disability</b>   | Based on age and income<br><br>*Employee pays 100%*   | All Full-Time Employees  | 1 <sup>st</sup> 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.   |
| <b>Flexible Spending Account (FSA)</b><br><br>(Flores)   | \$2,600 Health Limit<br>\$5,000 Dependant Care Limit<br><br>*Pre Taxed, Employee pays 100%*   | 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.  |
| <b>Life Insurance and AD&amp;D</b><br><br>(Lincoln)  | \$3.21 per month per employee<br>*Sheriff's Office pays 100%*   | All Full-Time Employees  | 1 <sup>st</sup> day of the month following the first 30 days of employment | \$30,000 life insurance coverage<br>\$30,000 accidental death and dismemberment coverage<br><br>*Coverage decreases at ages 65, 70, and 75  |

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| <b>Voluntary Life Insurance</b><br>(Lincoln)         | Based on age and selected coverage amount<br><br><b>*Employee pays 100%*</b>  | All Full-Time Employees | 1 <sup>st</sup> day of the month following the first 30 days of employment   | Provides option to select coverage for self, spouse, & dependent children.  |
| <b>Retirement</b><br>(Retirement Systems of Alabama) | <b>Mandatory Participation</b><br>7.5% for regular employees hired before Jan 1, 2013<br>6% hired after Jan 1, 2013<br>8.5% for sworn employees hired before Jan 1, 2013<br>7% for sworn employees hired after Jan 1, 2013<br>(matched by Sheriff's Office) | All Full-Time Employees | 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 by Meadowbrook Insurance Group (1-800-536-7702)  |
| <b>RSA-1 &amp; Nationwide Retirement Solutions</b>   | Voluntary Participation<br><b>*Employee pays 100%*</b>  | All Employees           | Date of employment   | Deferred Compensation Plan – tax deferred retirement savings plan   |
| <b>Aflac</b>   | Determined by Insurer<br><b>*Employee pays 100%*</b>  | All Employees           | Upon enrollment  | Allows payroll deduction of certain insurances (Accident, Cancer, Short-Term Disability, Life, etc.)  |
| <b>Fitness Center</b>                                | Discount if Employee chooses to participate   | All Employees           | Date of Employment   | Discounted membership to North Baldwin Wellness Center, Thomas Wellness Center  |
| <b>Sheriff's Office Fitness Rooms</b>                | No cost to Employee   | All Employees           | Date of Employment   | Access to fitness rooms located in Robertsdale and Bay Minette  |
| <b>Annual Leave</b>                                  | No cost to Employee   | All Full-Time Employees | 1 <sup>st</sup> day of the month following the first month of employment. Cannot use until after probationary period | 0-5 years – 96 hours per year<br>6-10 years – 120 hours per year<br>11-15 years – 168 hours per year<br>15+ years – 192 hours per year  |
| <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:<br>1) birth or adoption of a child;<br>2) spouse/parent/child with a serious health condition;<br>3) employee's own serious health condition.<br>4) military family leave |
| <b>Sick Leave</b>                                    | No cost to Employee   | All Full-Time Employees | 1 <sup>st</sup> day of the month following the first month of employment. Cannot use until after probationary period | 8 hours of Sick Leave per month   |
| <b>Personal Leave</b>                                | No cost to Employee   | All Full-Time Employees | Date of Employment   | 24 hours a year   |
| <b>Jury Duty</b>                                     | No cost to Employee   | All Employees           | Date of Employment   | Paid leave granted for hours served   |
| <b>Bereavement Leave</b>                             | 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 days.   |
| <b>Military Leave</b>                                | No cost to Employee   | All Employees           | Date of Employment   | Leave of absence with pay up to 168 hours for annual training or as directed by law.  |

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| <b>Longevity Pay</b>     | 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<br>10-14 years - \$1,000<br>15-19 years - \$1,500<br>20+ years - \$2,000 |
| <b>Holidays</b>          | No cost to Employee         | All Full-Time Employees | Date of Employment   | 12 paid holidays per year   |
| <b>AT&amp;T Wireless</b> | <b>*Employee pays 100%*</b> | All Full-Time Employees | Date of Employment   | 15% Discount  |
| <b>Verizon Wireless</b>  | <b>*Employee pays 100%*</b> | All Full-Time Employees | Date of Employment   | 15% Discount  |