

# Baldwin County Sheriff's Office

## Full-Time Employee Benefits

(Effective 01/01/2023)

| BENEFIT   | PREMIUM   | WHO RECEIVES   | ELIGIBILITY (Including Open Enrollment)                                    | WHAT YOU RECEIVE   |
|---|---|--|--|--|
| <b>Health Insurance</b><br><br>(Blue Cross Blue Shield of Alabama)  | \$52.00/employee pays per month for single<br>\$555.00/Sheriff's Office pays per month for single<br><br>\$266.00/employee pays per month for Employee + 1 Dependent<br>\$1,245.00/Sheriff's Office pays per month for Employee + 1 Dep.<br><br>\$332.00/employee pays per month for family<br>\$1179.00/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.   |
| Prescription Drug Insurance<br><br>(MedOne)   | Included with Health Insurance  | All Full-Time Employees  | 1 <sup>st</sup> day of the month following the first 30 days of employment | Tier 1: Generic Drugs \$15 copay<br>Tier 2: Preferred Brand Drugs \$40 copay<br>Tier 3: Non-Preferred Brand \$60 copay<br>Tier 4: Speciality Drugs \$100 copay<br><br>Mail order Rx may be available for maintenance medications in a 30-90 day supply.  |
| <b>Dental Insurance</b><br><br>(Blue Cross Blue Shield of Alabama)  | \$23/month single<br><br>\$46/month Employee + 1 Dep<br><br>\$57.50/month Employee + 1 Dep with Orthodontic coverage<br><br>\$68/month family<br><br>\$85/month family with Orthodontic coverage  | 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, Periodontics, Orthodontic Optional  |
| <b>* Health Insurance Info *</b><br>\$300 deductible per hospital admission      \$40 Physician co-pay/office visits<br>\$100 co-pay outpatient surgery              \$50 Specialist co-pay<br>\$200 co-pay ER Medical Emergency        \$0 co-pay/deductible – outpatient diagnostic lab/ x-ray / pathology / dialysis / IV therapy<br>\$75 co-pay Urgent Care                        \$0 co-pay/deductible ER Accident Emergency<br>Co-pay drug plan – covered 100% after following co-pays: \$15 Tier 1 Drugs / \$40 Tier 2 Drugs / \$60 Tier 3 Drugs / \$100 Tier 4 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><br>\$0 co-pay/deductible<br>Prescriptions dispensed on-site and are free.<br>\$5 co-pay for over the counter medication<br><br>On-site wellness coaching with a personal Health Coach.  |
| <b>Behavioral Health Systems</b>  | *Sheriff's Office pays 100%*  | All Full-Time Employees and their dependents.                              | Date of employment   | All employees and dependents may receive up to five (5) visits/consults at no charge each year.<br><br>May be used for stress & depression, personal relationships, marital/family, parent-child conflict, grief & loss, coping after tragedy, work-related problems, alcohol & drug abuse, ADD/ADHD. Childcare, life transition, eating disorders, etc. |
| <b>Vision Insurance</b><br><br>(VSP administered through MetLife)   | \$9.19/month employee only<br>\$13.33/month employee +1<br>\$23.91/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   |   |  |  |  |

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| <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)                                | \$3,050 Health Limit<br>\$5,000 Dependent 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>(MetLife)                                   | *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   |
| <b>Voluntary Life Insurance</b><br><br>(MetLife)                                      | Based on age and selected coverage amount<br><br>*Employee pays 100%*   | 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<br>8.5% for sworn employees<br>(Sheriff's Office also contributes) | 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>AirMedCare Network Membership</b><br>(Baldwin County Provider is MedStar Air Care) | *Sheriff's Office pays 100%*  | All Employees and Residents of Their Household | Date of employment   | Membership provides all employees and residents of their households with financial coverage for an emergency air and ground medical transport by any AMCN provider, ensuring no out-of-pocket expenses for medically necessary transport services. |
| <b>Workers Compensation</b>   | No cost to Employee   | All Employees                                  | Date of employment   | Program administered by County Risk Services (1-888-608-2009)  |
| <b>RSA-1 &amp; Nationwide Retirement Solutions</b>                                    | Voluntary Participation<br>*Employee pays 100%*   | All Employees                                  | Date of employment   | Deferred Compensation Plan – tax deferred retirement savings plan  |
| <b>Aflac</b>  | Determined by Insurer<br>*Employee pays 100%*   | 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                        | Starts accruing on date of employment. Annual leave will be credited and available to the employee after 3 months. | 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   |

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| <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 | Starts accruing on date of employment. Sick leave will be credited and available to the employee after 3 months. | 8 hours of Sick Leave per month   |
| <b>Personal Leave</b>              | No cost to Employee         | All Full-Time Employees | Date of Employment   | 16 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.  |
| <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 - \$750<br>10-14 years - \$1,500<br>15-19 years - \$2,000<br>20-24 years - \$2,500<br>25 + years - \$3,000   |
| <b>Holidays</b>                    | No cost to Employee         | All Full-Time Employees | Date of Employment   | 13 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  |