

Baldwin County Sheriff's Office

Full-Time Employee Benefits

(Effective 01/01/2025)

| BENEFIT | PREMIUM | WHO RECEIVES | ELIGIBILITY (Including Open Enrollment) | WHAT YOU RECEIVE |
|---|---|--|--|--|
| Health Insurance (Blue Cross Blue Shield of Alabama) | \$52.00/employee pays per month for single \$676.00/Sheriff's Office pays per month for single \$266.00/employee pays per month for Employee + 1 Dependent \$1,546.00/Sheriff's Office pays per month for Employee + 1 Dep. \$332.00/employee pays per month for family \$1480.00/Sheriff's Office pays per month for family | All Full-Time Employees | 1 st day of the month following the first 30 days of employment | *Major Medical Coverage/Prescription Drug Plan/ Preventative Care/ EPS *Premium subject to participation in voluntary wellness program. |
| Prescription Drug Insurance (MedOne) | Included with Health Insurance | All Full-Time Employees | 1 st day of the month following the first 30 days of employment | Tier 1: Generic Drugs \$15 copay Tier 2: Preferred Brand Drugs \$40 copay Tier 3: Non-Preferred Brand \$60 copay Tier 4: Speciality Drugs \$100 copay Mail order Rx may be available for maintenance medications in a 30-90 day supply. |
| Dental Insurance (Blue Cross Blue Shield of Alabama) | \$23/month single \$46/month Employee + 1 Dep \$57.50/month Employee + 1 Dep with Orthodontic coverage \$68/month family \$85/month family with Orthodontic coverage | All Full-Time Employees | 1 st day of the month following the first 30 days of employment | \$50 Deductible \$2,000 Max per year 100% Diagnostic and Preventive Care 80% Restorative, Oral Surgery, Crowns, Dentures, Periodontics, Orthodontic Optional |
| * Health Insurance Info * \$300 deductible per hospital admission \$40 Physician co-pay/office visits \$100 co-pay outpatient surgery \$50 Specialist co-pay \$200 co-pay ER Medical Emergency \$0 co-pay/deductible – outpatient diagnostic lab/ x-ray / pathology / dialysis / IV therapy \$75 co-pay Urgent Care \$0 co-pay/deductible ER Accident Emergency 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 | | | | |
| Symbol Health Clinics | No cost to Employee | All Employees and Dependents enrolled in Sheriff's Office Health Insurance | 1 st day of the month following the first 30 days of employment | Easy access to primary care, disease management and wellness services. \$0 co-pay/deductible Prescriptions dispensed on-site and are free. \$5 co-pay for over the counter medication On-site wellness coaching with a personal Health Coach. |
| Behavioral Health Systems | *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. 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. |
| Vision Insurance (VSP administered through MetLife) | \$8.09/month employee only \$11.73/month employee +1 \$21.04/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 |
| *Vision Insurance Info* \$10 co-pay exam \$150 allowance for frames (may be less with some providers) Up to \$60 co-pay for contact lens fitting \$10 co-pay materials \$150 allowance for contact lenses Separate co-pays for lens enhancements | | | | |

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| Long-Term Disability | *Sheriff's Office 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) (Flores) | \$3,050 Health Limit \$5,000 Dependent Care Limit *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. |
| Life Insurance and AD&D (MetLife) | *Sheriff's Office 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 *Coverage decreases at ages 65, 70, and 75 |
| Voluntary Life Insurance (MetLife) | 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. |
| Alabama Sheriff's Association | *Sheriff's Office pays 100%* | All Employees | Date of employment | The primary benefit of Associate Membership will be an honorarium in the amount of \$2,500 paid to the employee's stated beneficiary(ies) within 48 hours after the association receives notification of the death of the employee. |
| Retirement (Retirement Systems of Alabama) | Mandatory Participation 7.5% for regular employees 8.5% for sworn employees (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 www.rsa-al.gov |
| AirMedCare Network Membership (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. |
| Workers Compensation | No cost to Employee | All Employees | Date of employment | Program administered by County Risk Services (1-888-608-2009) |
| RSA-1 & Nationwide Retirement Solutions | Voluntary Participation *Employee pays 100%* | All Employees | Date of employment | Deferred Compensation Plan – tax deferred retirement savings plan |
| Aflac | 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 Center |
| Sheriff's Office Fitness Rooms | No cost to Employee | All Employees | Date of Employment | Access to fitness rooms located in Robertsdale and Bay Minette |

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| Annual Leave | 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 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. 4) military family leave |
| Sick Leave | 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 |
| Personal Leave | No cost to Employee | All Full-Time Employees | Date of Employment | 16 hours a year |
| 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 | 5 days of paid leave for death of immediate family member. Sick leave can be used after bereavement days. |
| Military Leave | 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. |
| 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 - \$750 10-14 years - \$1,500 15-19 years - \$2,000 20-24 years - \$2,500 25 + years - \$3,000 |
| Holidays | No cost to Employee | All Full-Time Employees | Date of Employment | 13 paid holidays per year |
| AT&T Wireless | *Employee pays 100%* | All Full-Time Employees | Date of Employment | 15% Discount |
| Verizon Wireless | *Employee pays 100%* | All Full-Time Employees | Date of Employment | 15% Discount |