

# Baldwin County Sheriff's Office

## Full-Time Employee Benefits

(Effective 01/01/2019)

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY (Including Open Enrollment)	WHAT YOU RECEIVE
<b>Health Insurance</b>  (Blue Cross Blue Shield of Alabama)	\$98.00/employee pays per month for single \$450.00/Sheriff's Office pays per month for single  \$364.00/employee pays per month for family \$999.00/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  *Premium subject to participation in voluntary wellness program.
<b>Dental Insurance</b>  (Blue Cross Blue Shield of Alabama)	\$23/month single  \$68/month family  \$85/month family with Orthodontic  *Employee pays 100%*	All Full-Time Employees	1 <sup>st</sup> 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
<b>* Health Insurance Info *</b> \$300 deductible per hospital admission      \$40 Physician co-pay/office visits \$100 co-pay outpatient surgery      \$0 co-pay/deductible – outpatient diagnostic lab/ x-ray / pathology / dialysis / IV therapy \$200 co-pay ER Medical Emergency      \$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				
<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.  \$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.
<b>Vision Insurance</b>  (VSP Vision)	\$10.82/month employee only \$15.70/month employee +1 \$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 Frame – once a year Contact Lenses – once a year
<b>*Vision Insurance Info*</b> \$10 co-pay exam      \$130 allowance for frames (may be less with some providers)      Up to \$60 co-pay for contact lens fitting \$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  *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>  (Flores)	\$2,700 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.
<b>Life Insurance and AD&amp;D</b>  (Companion)	*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 \$30,000 accidental death and dismemberment coverage  *Coverage decreases at ages 65, 70, and 75

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<b>Voluntary Life Insurance</b> (Companion)	Based on age and selected coverage amount  <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> (Retirement Systems of Alabama)	<b>Mandatory Participation</b> 7.5% for regular employees hired <u>before</u> Jan 1, 2013 6% hired <u>after</u> Jan 1, 2013 8.5% for sworn employees hired <u>before</u> Jan 1, 2013 7% for sworn employees hired <u>after</u> Jan 1, 2013 (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 <b>*Employee pays 100%*</b>	All Employees	Date of employment	Deferred Compensation Plan – tax deferred retirement savings plan
<b>Aflac</b>	Determined by Insurer <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 6-10 years – 120 hours per year 11-15 years – 168 hours per year 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: 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
<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 10-14 years - \$1,000 15-19 years - \$1,500 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