

Baldwin County Sheriff's Office

Full-Time Employee Benefits

(Effective 01/01/2020)

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY (Including Open Enrollment)	WHAT YOU RECEIVE
Health Insurance (Blue Cross Blue Shield of Alabama)	\$102.00/employee pays per month for single \$473.00/Sheriff's Office pays per month for single \$382.00/employee pays per month for family \$1049.00/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.
Dental Insurance (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 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)	\$9.19/month employee only \$13.33/month employee +1 \$23.91/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 \$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				
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)	\$2,750 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.

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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.
Retirement (Retirement Systems of Alabama)	Mandatory Participation 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 (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 medical transport by any AMCN provider, ensuring no out-of-pocket expenses for medically necessary flights.
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
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

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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	3 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 - \$500 10-14 years - \$1,000 15-19 years - \$1,500 20+ years - \$2,000
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