

Cullman County Commission
 Full-Time Regular Employee Benefits
 (Effective 1/1/2018)

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY	WHAT YOU RECEIVE
Health Insurance (Blue Cross Blue Shield of Alabama)	\$24.00/semi-monthly for single \$105.00/semi-monthly for family	All Full-Time Employees	Eligible after 90 days of employment (eligible immediately if already have BCBS)	Hospital/Physician/Out-patient/Major Medical Coverage/Prescription Drug Plan/Preventive Care/EPS
Dental Insurance (Blue Cross Blue Shield of Alabama)	Included in Health Insurance Cost	All Full-Time Employees	Eligible after 90 days of employment (eligible immediately if already have BCBS)	\$25 Deductible \$1,000 Max per year 100% Diagnostic & Preventive Care 100% Restorative, Oral Surgery, 50% Crowns, Dentures, 80% Periodontic 50% Orthodontic
Vision Insurance (Southland Superior Vision)	Included in Health Insurance Cost	All Full-Time Employees	Eligible after 90 days of employment (eligible immediately if already have BCBS)	Exam - \$10 copay once a year Glasses/Contact Lenses - up to \$150 allowance every 12 months (per fee schedule)
Supplemental Health Insurance (Access Health)	Included in Health Insurance Cost	All Full-Time Employees	Eligible after 90 days of employment (eligible immediately if already have BCBS)	Near-Site Health Clinics offering services with no copays or deductibles
Life Insurance and AD&D (United of Omaha)	\$4.80 per month per employee *County pays 100%	All Full-Time Employees	1st day of the month following 90 days of employment	\$15,000 life insurance coverage \$15,000 accidental death and dismemberment coverage
Voluntary Life Insurance (United of Omaha)	Based on age and selected coverage amount *Employee pays 100%	All Full-Time Employees	1st day of the month following 90 days months of employment	Provides option to select coverage for self, spouse & dependent children
Retirement (Retirement Systems of Alabama)	Mandatory Participation 5% - In system prior to 1/1/13 6% -In system on or after 1/1/13 (matched by County)	All Employees working 20 hrs/week or more	Date of employment	Varies by date of employment into RSA. Contact Personnel for more information or visit www.rsa-al.gov
RSA-1 & Nationwide Retirement Solutions	Voluntary Participation *Employee pays 100%	All Full-Time Employees	1st day of the month following 6 months of employment	Deferred Compensation Plan - Tax deferred retirement savings plan
Supplemental Insurance (Colonial Life/Aflac/Liberty National/NTA)	Determined by Insurer *Employee pays 100%	All Full-Time Employees	Upon enrollment (following 6 months of employment)	Allows payroll deduction of certain insurances (Accident, Cancer, Short-Term Disability, Life, etc.)
Workers Compensation	No cost to Employee	All Employees	Date of employment	Program administered by Meadowbrook Insurance Group (1-800-536-7702)
Fitness Center	Discount if Employee chooses to participate	All Employees	Date of employment	Discounted membership to Cullman Wellness and Aquatics Center
Annual Leave	No cost to Employee	All Full-Time Employees	Accrues immediately upon employment. Cannot use until after probationary period.	0-10 years - 104 hours per year 10-15 years - 130 hours per year 15-20 years - 156 hours per year 20-over - 208 hours per year
Sick Leave	No cost to Employee	All Full-Time Employees	Accrues immediately upon employment. Cannot use until after probationary period.	104 hours per year (accrues at 4 hours per pay period)

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Family Medical Leave (FMLA)	No cost to Employee	All Employees	After completion of 1250 hours or 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
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	Up to 3 days leave for death of immediate family member (day before, day of, and day after funeral) - must be working days
Military Leave	No cost to Employee	All Employees	Date of employment	Leave of absence with pay up to 21 work days for annual training or as directed by law.
Holidays	No cost to Employee	All Full-Time Employees	Date of employment	12 paid holidays per year
Longevity Pay	No Cost to Employee	All Full-Time Employees	Based on years of service as of September 30th each year	5 to 9 years = \$200 10 to 14 years = \$400 15 to 19 years = \$600 20 to 24 years = \$800 25 years and over = \$1000
RETIREE BENEFITS	PREMIUM	WHO RECEIVES	ELIGIBILITY	WHAT YOU RECEIVE
Retiree Health Insurance - under age 65 (BCBS/AL)	\$48.00/month for single \$210.00/month for family	Retirees who qualify for state retirement benefits and are under 65 years of age	First month following the date of retirement	Same coverage as active full-time employee plan
Retiree Health Insurance - age 65 and over (BCBS/AL)	\$70/month for single (not eligible for family coverage)	Retirees who qualify for state retirement benefits and are age 65 or older	First month following the date of retirement or first of month following 65th birthday	C+ Supplement to Medicare, Dental Plan (No prescription drug plan and no vision plan)
Retiree Sick Leave Conversion	No cost to Retiree	Retirees who are in the RSA system prior to 1/1/13 and who qualify for state retirement benefits	First month following the date of retirement	Pursuant to the retirement requirements of RSA, retiree may convert earned sick time to service credit (amount is based on conversion table established by RSA)
Retiree Sick Leave Payout	No cost to Retiree	Retirees who qualify for state retirement benefits	Paid with final paycheck	Employees have option of receiving Sick leave paid out at 50%