

LEE COUNTY COMMISSION

BENEFIT SUMMARY

**DIRECT DEPOSIT –***Eligible immediately.*

Deposit your paycheck directly into the checking account, savings account or credit union of your choice.

**CREDIT UNION MEMBERSHIP**- *Eligible immediately*

**EDUCATIONAL ASSISTANCE-** *Eligible after 6 months of full time service*

The County may reimburse an employee the direct cost for course work with a direct relationship to the employee’s current position at an accredited two year or four-year institution.

**BEREAVEMENT PAY -** *Eligible immediately for full time employees*

Up to three (3) days off with pay for the death of an immediate family member.

**PAID SICK LEAVE –** *Eligible after first full month for full time employees (leave is posted at the end of the month)*

8 hours per month (up to 130 days total).

**PAID HOLIDAYS -** *Eligible immediately for full time employees (subject to change per year based on County Commission approval)*

1. New Year’s Day 5. Independence Day 9. Thanksgiving (2 days)
2. Martin Luther King, Jr. Day 6. Labor Day 10. Christmas
3. President’s Day 7. Columbus Day
4. Memorial Day 8. Veteran’s Day

**PAID VACATION -** *Eligible after 6 months of full time service (leave is posted at the end of the month)*

### Years of Service Earned Leave per Year

Zero to six years 8.0 hours per month (12 days per year)

First complete calendar month 9.34 hours per month (14 days per year)

after your 6th anniversary

First complete calendar month 11.34 hours per month (17 days per year)

after your 11th anniversary

First complete calendar month 13.34 hours per month (20 days per year)

after your 15th anniversary

**RETIREMENT SAVINGS PLAN -** *Eligible immediately for full time employees*

Full time employees are automatically enrolled in the Alabama State Retirement System.

**\*(RSA-1 Deferred Compensation Plan)**

Employees can opt to contribute any specified amount, at any time, up to IRS allowed amount. This is a pre-tax deduction and employees may choose to enroll in a fixed or stock fund.

**MEDICAL/DENTAL/VISION & LIFE INSURANCE** - *Eligible the 1st day of the second full month following date of hire*

Single Coverage Health/Dental, Blue Cross/Blue Shield of AL- premium currently provided by the County

-Effective June 1, 2012 employees will pay $50 per month for single coverage; however, if a wellness screen is completed and submitted to the SEIB during the qualification period, the premium is discounted to $0.

Family Coverage Health/Dental, Blue Cross/Blue Shield of AL- $269.00 Bi-weekly

Life insurance coverage up to $5,000 is provided

**FLEXIBLE SPENDING ACCOUNTS-** *Eligible after 6 months of full time service*

Employees may elect to set up automatic payroll deductions to redirect a portion of their pay into Flexible Spending Accounts to be used for qualified medical or dependent-care expenses throughout the year. The money that goes into an FSA is deducted from pay on a pre-tax basis (before Federal, Social Security and some state taxes are calculated). Because an employee does not pay these taxes on money that goes into an FSA, they decrease their taxable income and potentially increase their spendable income.

**VOLUNTARY PAYROLL DEDUCTION FOR LIFE INSURANCE -** *Eligible immediately*

Employees are offered the convenience of payroll deduction for policies of life insurance with a recognized vendor.

**TELADOC SERVICES- *(Effective January 1, 2016)***

Teladoc is a medical consultation service offered through BC/BS whereby members can contact board certified doctors via phone or online video.

The program is for common diagnoses and helps the patient prevent a trip to the doctor’s office. There is no co-pay.