



# Walton County Board of Commissioners Benefit Summary

**All full-time employees (30 or more hours of work per week) are eligible for the following benefits:**

### Annual leave

Annual leave is paid time off work for vacations and other personnel use. Employees begin earning annual leave as soon as they begin working. Annual leave is accrued on a bi-weekly basis as shown below:

Years 1-5: 3.7 Hours per bi-weekly pay period for a total of 96.2 hours annually.

Years 6-14: 4.62 Hours per bi-weekly pay period for a total of 120.12 hours annually.

Years 15 and up: 6 Hours per bi-weekly pay period for a total of 156 hours annually.

### Sick leave

Sick leave is paid time off from work due to your illness or the illness of an immediate family member. Sick leave will be accumulated at the rate of ten (10) hours per month.

### Paid holidays *\*May be subject to change with budget constraints*

- |                            |                               |                             |
|----------------------------|-------------------------------|-----------------------------|
| New Year Day               | Juneteenth                    | Thanksgiving Day            |
| Martin Luther King Jr. Day | Independence Day              | Day After Thanksgiving Day  |
| Good Friday                | Labor Day                     | ½ Day Before Christmas Eve  |
| Memorial Day               | Veteran's Day                 | Christmas Eve Christmas Day |
|                            | ½ Day Before Thanksgiving Day |                             |

### Personal day

A personal day is awarded to employees who work six consecutive months without utilizing any sick leave. An employee who works from January 1<sup>st</sup> through June 30<sup>th</sup> without utilizing any sick leave shall be awarded and be eligible to take a personal day during the period from July 1<sup>st</sup> through December 31<sup>st</sup> of the same calendar year. An employee who works from July 1<sup>st</sup> to December 31<sup>st</sup> without utilizing any sick leave shall be awarded and be eligible to take a personal day during the period from January 1<sup>st</sup> through June 30<sup>th</sup> of the next calendar year.

### Life Insurance

The County provides a \$25,000 Life and Accidental Death insurance policy to employees who work a minimum of 30 hours per week. This County paid coverage becomes effective on the first day of the month following 30 days of employment. During our annual "open enrollment" eligible employees have the opportunity to purchase voluntary life insurance for themselves and their dependents.

### Credit Union

You are eligible to join the Peach State Federal Credit Union on your first day of employment. The Credit Union offers a variety of services to members including checking/saving accounts and personal loans.

### Flexible Spending Account

Allows you the opportunity to set aside pre taxed dollars for medical and dependent expenses.

## Health Insurance

The County provides group health insurance to eligible employees for Health, Rx, Dental and Vision. Coverage is effective the 1st of the month following 30 days of employment. The bi-weekly cost of Walton County's group health insurance is:

<u>Health &amp; Rx</u>		<u>Vision</u>		<u>Basic Dental (\$1000)</u>		<u>Buy-up Dental (\$2000)</u>	
Employee Only	\$ 30.33	Employee Only	\$ 1.16	Employee Only	\$2.71	Employee Only	\$ 6.74
Employee + Spouse	\$ 85.59	Employee + Spouse	\$ 2.32	Employee + Spouse	\$5.41	Employee + Spouse	\$14.52
Employee + Child(ren)	\$ 78.06	Employee + Child(ren)	\$ 2.20	Employee + Child(ren)	\$5.14	Employee + Child(ren)	\$14.25
Employee + Family	\$133.32	Employee + Family	\$ 3.59	Employee + Family	\$8.39	Employee + Family	\$17.50

\*The coverage waiting period is waived for Elected and Appointed Officials.

Employees who are retiring with 20 years of service and are at least 62 years of age are eligible for EMPLOYEE ONLY health coverage, paid for by Walton County, until they reach Medicare eligibility or acquire other coverage. Employees who are retiring with 30 years of service and are at least 60 years of age are eligible for EMPLOYEE AND SPOUSE health coverage, paid at the employee rate, until they reach Medicare eligibility or acquire other coverage.

## Pension & Retirement Benefits

**Defined Benefit Plan:** An employee becomes eligible immediately upon hire to participate in the Defined Benefit Pension Plan. The employee is required to make a mandatory 2% contribution to the county's Defined Benefit plan. An employee is 50% vested after four years of employment, and is 100% vested after five years of employment. Normal retirement age is 65. The benefit is 1.25% times your final average compensation multiplied by eligible years of service from date of hire to the Date of Termination.

**Defined Contribution Plan:** Eligible employees will participate after one year of service. Employees are not eligible to participate until one year of full-time service is met. The employee is required to make a mandatory 2% contribution to the county's 401(a) plan and the county makes a matching 2% contribution to the county's 401(a) plan. Vesting schedule is the same as for the Defined Benefit Plan.

**Deferred Compensation:** Deferred Compensation, under IRS Code 457b, is a tax-deferred supplemental retirement program that allows public employees to contribute a portion of their salary, before federal and state taxes, to a retirement account. Eligible employees can enroll in the Deferred Compensation plan from the first day of employment.

**ROTH Deferred Compensation:** This is a post-tax supplemental retirement program that allows public employees to contribute a portion of their salary, after federal and state taxes, to a retirement account. Eligible employees can enroll in the Deferred Compensation plan from the first day of employment.

**Optional Match Plan:** If the employee contributes 2-3% to either of the three Deferred Comp. plans above, the County will make an additional 2-3% contribution to their 401(a) plan.

## Supplemental Insurance

Walton County offers a variety of products to include accident coverage, critical illness coverage, disability coverage, etc. Premiums are payroll deducted bi-weekly/monthly.

## Employee Assistance Program

A free, confidential counseling service is available to employees and their dependents for matters including substance abuse, marital and/ or family problems, financial problems, job-related problems, etc.