

## 2023 SEARP&DC BENEFITS

This benefits plan may be altered at any time, please see Employee Handbook

Sick Leave Policy 420	Up to 3.69 hours earned per pay period for a total of 80 hours per year. Sick Leave begins accruing from the first day of employment, but employees are not normally allowed to use leave until probationary period is complete. Sick Leave is earned on a prorated basis, depending upon hours recorded per pay period.		
Holidays Policy 410	New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day		
Annual Leave Policy 415	One and Two years of service: up to 3.08 hours per pay period (10 days per year). Three years of service: up to 4.62 hours per pay period (15 days per year). Annual Leave is earned on a prorated basis, depending on hours recorded per pay period.		
Bereavement Leave Policy 425	3 days of paid leave to attend the funeral of an immediate family member (see policy)		
Insurance	Cost	Open Enrollment and Effective Date	Additional Information
Dental - BCBS of Alabama	Employee: \$0/month Family: \$39.80/month	New hire coverage is effective the employees first day of work. There is not usually an open enrollment, employee must enroll within 30 days of employment.	Participation is not required.
Health - LGHIP - BCBS	Single: \$28.04/month Family: \$835.04/month (These amounts are subject to change annually)	New hire coverage is effective the employees first day of work. Open enrollment is in November and is effective the following January 1	Participation is required unless proof of credible coverage is provided.
Life - Mutual of Omaha	SEARP&DC pays for \$50,000 policy for employee, additional coverage is available for employee and family	TBD	At age 65, amts reduce to 65% At age 70, amts reduce to 40% At age 75, amts reduce to 25%
Short Term Disability - Mutual of Omaha	Employer Provided	none	The insurance pays 60% of normal weekly salary. Doctor certification is required. Maximum length of payments is 13 weeks.
Retirement - Retirement Systems of Alabama	Either 5% or 6% of employee salary contributed and matched by employer, depending on the Tier	none	Participation is required in this defined benefit program. Employee is fully enrolled after contributing for 10 years.

<b>Insurance</b>	<b>Cost</b>	<b>Open Enrollment and Effective Date</b>	<b>Additional Information</b>
AFLAC	varies	Open Enrollment in March - effective April 1, unless a new employee	Participation is not required. Contact Jo Ann Kirkland to enroll 334-797-1446
Dental - LGHIP - Southland	Single and Family \$44/month	New hire coverage is effective the employees first day of work. Open enrollment is in November and is effective the following January 1	Participation is not required, but once enrolled employee must stay enrolled for 12 months
Vision - LGHIP-Southland	Single and Family \$20/month	New hire coverage is effective the employees first day of work. Open enrollment is in November and is effective the following January 1	Participation is not required, but once enrolled employee must stay enrolled for 12 months
Insurance - Liberty National	varies	TBD	Participation is not required. Contact Jamison Baker to enroll 205-401-8644
Long Term Disability - Sunlife	varies	anytime	Participation is not required. Contact Kate Markowski to enroll 1-800-226-4518
Retirement - Empower	varies	anytime	Participation is not required.