

# WHAT BENEFITS DOES WALTON COUNTY GOVERNMENT OFFER?

**Full-time employees (30 or more hours of work per week) of Walton County Government 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**

The County provides the following holidays:

New Year Day	Martin Luther King Jr. Day
Good Friday	Memorial Day
Independence Day	Labor Day
Half day preceding Thanksgiving Day	Thanksgiving Day
Friday after Thanksgiving	Half day preceding Christmas Eve
Christmas Eve	Christmas

\*Paid holidays may change due to budget constraints.

## **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.

## **Health Insurance**

The County provides group health insurance to eligible employees. The group health insurance includes major medical, dental, and vision coverage. The bi-weekly cost of Walton County's group health insurance is:

Employee Coverage:	\$30.00
Dependent Coverage:	\$80.71 (in addition to the \$30 employee coverage)

The dependent coverage cost is the same no matter the number of dependents you add to your coverage. The group health insurance is effective 31 days from the date of hire.

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 age 65 or until they have other insurance, (i.e. Medicare, etc.).

## **Life Insurance**

The County provides a \$15,000 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.

## **Pension Plan**

The county has a three tiered plan to provide employee retirement benefits:

Defined Benefit Plan: An employee becomes eligible immediately upon hire to participate in the Defined Benefit Pension 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 1.0% 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 makes a 2% contribution to either of the two Deferred Compensation plans offered by the County, the County will make an additional 2% contribution to their 401(a) plan.

## **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.

## **Supplemental Insurance**

AFLAC, AIG, Liberty Mutual and Lincoln Financial Group offer a variety of products to include accident coverage, cancer coverage, disability coverage, home/car insurance etc. Premiums are payroll deducted bi-weekly.

## **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.

## **Flexible Spending Account**

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