

COUNTY OF FULTON

2024 EMPLOYEE BENEFITS SUMMARY



COUNTY OF FULTON BENEFITS

1. **Medical Insurance-** The County of Fulton offers medical insurance to regular full-time employees. Deductible and co-pays may apply. The coverage includes a prescription drug plan. Employees make reasonable contributions toward the monthly cost of the insurance plan. Eligibility for medical benefits is the first of the month following 60 days from the date of hire.
2. **Group Dental Insurance-** Dental benefits are offered to regular full-time employees. Two levels of coverage are available: Basic and Enhanced. Employees make reasonable contributions toward the monthly cost of the insurance plan.
3. **Group Vision Insurance-** Vision coverage is offered to regular full-time employees. Employees make reasonable contributions toward the monthly cost of the insurance plan.
4. **Group Life Insurance-** The County of Fulton provides a term life insurance/accidental death and dismemberment plan of \$25,000 for regular full-time employees. Premium is paid by the employer.
5. **Employee Assistance Program (EAP)-** The County offers confidential counseling services to all full-time and part-time employees and their immediate family members. The service provides up to three sessions for personal or work related issues at no cost.
6. **Tuition Assistance-** The County Tuition Reimbursement Program provides full-time employees financial assistance for approved courses of study relevant to their County occupational position.
7. **Vacation/Personal Leave-** Time off from work is important to your well-being. The County of Fulton offers vacation and personal days. Time off is accrued per pay period and is based on hours worked. Maximum accrual limits apply. Details on page 3.
8. **Sick Leave-** Each employee is provided with the hourly equivalent of one day of sick leave for each month worked during the year. Sick leave accrues per pay period, based on hours worked. Sick leave is intended for use due to illness, injury, or for medical appointments.

9. Holidays- Legal holidays are scheduled on a yearly basis. In 2024, there are 13 holidays to provide time with your family and friends.
10. County Employees' Retirement and Pension Plan- This plan is designed to provide you with a lifetime income in your retirement years. This is a contributory plan, which means that you contribute a portion of the amount necessary to provide benefits in addition to the defined benefits provided by the County. **Full-time employees are required to contribute 6% of their gross pay to the plan.** Employees are vested after completing five years of service.
11. Family and Medical Leave- The county, in accordance with the federal Family and Medical Leave Act (FMLA) of 1993, may provide a leave of absence from work for a qualified family and medical reason to eligible employees.
12. Other Leave Benefits- Bereavement, Jury Duty, Military Duty, and Catastrophic Leave
13. Payroll/ Direct Deposit- Employees are paid on a bi-weekly payroll schedule. Direct deposit is required for all employees.

COUNTY OF FULTON- EMPLOYEE VOLUNTARY PARTICIPATION

1. Short Term Disability- The County offers Short-Term Disability at the employee's expense, which is provided through Colonial Life during an annual open enrollment period.
2. Voluntary Plans- The County offers, at the employee's expense, Cancer Insurance, Accident Insurance, and Term Life Insurance. These products are offered through Colonial Life during an annual open enrollment period.
3. Supplemental Retirement- The county offers a 457 retirement plan which is administered by Nationwide. Employees may contribute up to the maximum allowed by the IRS. There are no contributions made by the employer.

FEDERAL/STATE MANDATED BENEFITS

1. Social Security- 7.65% (6.2% for FICA and 1.45% for Medicare Part A) of the gross annual salary is deducted from the employee's pay per pay period and is matched by the County.
2. Worker's Compensation- In the event of injury sustained while on the job, an employee may be eligible for payment of medical expenses incurred in the treatment of such injuries through the County's Worker's Compensation Policy.

COUNTY OF FULTON

2024 EMPLOYEE BENEFITS SUMMARY



INSURANCE PREMIUMS FOR PLAN YEAR 1/1/2024- 12/31/2024 **NON-UNION

Health Insurance Rates	Non-union			
2024				
		Dental	Dental	
Coverage	Medical	Basic	Enhanced	Vision
SINGLE				
Total County Cost Monthly	1,329.57	32.63	54.95	5.00
Employee Cost Monthly	150.00	3.00	17.00	0.00
Bi-Weekly Payroll Deduction	69.23	1.38	7.85	0.00
EMPLOYEE/CHILDREN				
Total County Cost Monthly	3,168.32	57.04	96.17	9.48
Employee Cost Monthly	1,671.28	22.00	45.00	3.88
Bi-Weekly Payroll Deduction	771.36	10.15	20.77	1.79
EMPLOYEE/SPOUSE				
Total County Cost Monthly	3,168.32	62.59	105.71	9.98
Employee Cost Monthly	1,671.28	26.00	47.00	4.31
Bi-Weekly Payroll Deduction	771.36	12.00	21.69	1.99
FAMILY				
Total County Cost Monthly	3,168.32	95.22	160.66	14.98
Employee Cost Monthly	1,671.28	50.00	83.00	8.63
Bi-Weekly Payroll Deduction	771.36	23.08	38.31	3.98

****No employer subsidy for dependent coverage**

PAID TIME OFF- Time is accrued per pay period based on hours worked

Years of Service	Less than 1	Less than 2	2-4 years	5-9 years	10-19 years	19 or more
Vacation Days	6	9	12	15	18	21
Personal Days	3	3	3	3	3	3
Sick Days	12	12	12	12	12	12