



**White County Government**  
**Summary of Employee Benefits**  
 Effective the first of the month following 30 days of employment:

**Medical**

White County offers a fully insured medical plan through Cigna

\*Pre-Tax Benefit Under Section 125

LEVEL OF COVERAGE	BASE PLAN - \$2,500 Deductible 80 / 20 Co-Insurance BIWEEKLY – WELLNESS PARTICIPANT	BUY UP PLAN - \$2,000 Deductible 80 / 20 Co-Insurance BIWEEKLY – WELLNESS PARTICIPANT
EMPLOYEE ONLY	\$7.51	\$19.47
EMPLOYEE + SPOUSE	\$90.07	\$115.18
EMPLOYEE + CHILD(REN)	\$73.97	\$96.68
FAMILY	\$101.53	\$138.00
LEVEL OF COVERAGE	BASE PLAN BIWEEKLY – NON-WELLNESS PARTICIPANT	BUY UP PLAN BIWEEKLY – NON-WELLNESS PARTICIPANT
EMPLOYEE ONLY	\$76.51	\$88.47
EMPLOYEE + SPOUSE	\$159.07	\$184.18
EMPLOYEE + CHILD(REN)	\$142.97	\$165.68
FAMILY	\$170.53	\$207.00

\*\* See Human Resources for a Summary of Plan Benefits\*\*

\*Both plans include an HRA benefit which pays the last \$1,000 of deductible and co-insurance\*

**Dental**

Administered By Cigna

\*Pre-Tax Benefit Under Section 125 Plan

LEVEL OF COVERAGE	PER BI-WEEKLY PAY PERIOD
EMPLOYEE	\$10.89
EMPLOYEE + SPOUSE	\$24.50
EMPLOYEE + CHILD(REN)	\$35.68
FAMILY	\$49.30

\*\* Contact Human Resources for a Summary of Plan Benefits\*\*

**Vision Care**

Administered By Cigna

\*Pre-Tax Benefit Under Section 125

LEVEL OF COVERAGE	PER BI-WEEKLY PAY PERIOD
EMPLOYEE ONLY	\$2.67
EMPLOYEE + SPOUSE	\$4.67
EMPLOYEE + CHILDREN	\$5.07
FAMILY	\$7.74

\*\*Contact Human Resources for a Summary of Plan Benefits\*\*

**White County Wellness Warrior Program - White County's Work Healthy Initiative Thru Education For All Employees**

\*Flu Shots

\*Quarterly Lunch n Learns

\*Annual Employee Wellness Fair / Free Screenings

\*Discounted Membership with the White County Parks and Recreation Dept.

**Employee Basic Life Insurance / Accidental Death & Dismemberment - 1x Annual Earnings**

Provided at no cost to employee

Administered By Anthem Life

**Short Term Disability**

Provided at no cost to employee

Administered By Anthem Life

Maximum Benefit: 60% of your salary –terminates at age 70 or retirement, whichever is earlier

Benefits begin on the 15<sup>th</sup> day of sickness or injury

24 Week Benefit Duration

\*\*Contact Human Resources for Additional Plan Details\*\*

**Long Term Disability**

Provided at **no cost to employee**

Administered By Anthem Life

Maximum Benefit: 60% of your salary up to \$5,000 per month

Benefits begin on the 180<sup>th</sup> day of sickness or injury

To Age 65 Benefit Duration

**\*\* Contact Human Resources of Additional Plan Details\*\***

**Employee Assistance Program (EAP)**

Provided at **no cost to employee**

Administered By Anthem BlueCross BlueShield

Provides a resource to employees and household members for balancing work / life issues. Participation is confidential.

**\*\* Contact Human Resources of Additional Plan Details\*\***

**Voluntary Life Insurance**

Administered By Anthem Life

Available for Employee, Spouse, Children

**\*\* Contact Human Resources for Information & Rate Sheet\*\***

**Critical Illness Insurance**

Administered By: MetLife

Designed to pay for non-medical, critical illness related expenses not covered by health insurance, and/or supplement medical, and/or disability costs

**\*\*Contact Human Resources for a Plan Detail and Rate Sheet\*\***

**Retirement Plan 401(A) County Contribution / 457 Plan Employee Contribution**

Administered By GEBCorp an ACCG Company

- Quarterly Enrollments (January, April, July, October)
- Eligible the first quarterly enrollment following the date of hire
- Employee contributions – subject to 457 regulations of a maximum of \$19,000 per year (plus an additional \$6,000 in catch-up contributions for those 50 and older).
- Quarterly open enrollment following the employee’s one year anniversary, White County will contribute 4% of salary.
- Quarterly open enrollment following the employee’s second year anniversary, White County will contribute an additional match of ½% for each 1% the employee contributes up to 3% for a total county contribution of 7% - max County contribution \$2,200/year.

\*Example after 2 years of employment – Employee contributes 6% and the County contributes 7% (max \$2,200/year)\*

- Employee is 100% vested in all funds.
- ROTH – employees can also contribute to Post-Tax ROTH IRA Investments
- Employee ROTH contributions – subject to ROTH regulations of a maximum of \$5,500 per year (plus an additional \$1,000 for those 50 and older).

**\*\* See Plan Detail Summary \*\***

**HallCo Credit Union**

379 East Kytle Street Cleveland, GA 30528 (706) 219-4384

**Paid Holidays** (See Employee Handbook For Complete Policy)

January 1	New Year’s Day
3rd Monday in January	Martin Luther King’s B-Day
3rd Monday in February	President’s Day
Last Monday in May	Memorial Day
July 4	Independence Day
1st Monday in September	Labor Day
2nd Monday in October	Columbus Day
November 11	Veteran’s Day
4th Thursday and Friday in November	Thanksgiving
December 24 and December 25	Christmas Eve & Day

**PTO –Paid Time Off**

(See Employee Handbook For Complete Policy)

Years of Service	Annual PTO
0-1	88 Hours
2-4	128 Hours
5-9	168 Hours
10-14	208 Hours
15-19	248 Hours
20 & Over	288 Hours

**Monthly Rates For White County Parks and Recreation Dept.**

Family	\$24.00
Couple	\$19.00
Individual Adult (29-54)	\$14.00
Young Adult (19-28)	\$9.00
Teen / Youth (10-18)	\$7.50
Senior Adult (55+)	\$12.50
Senior Couple (55+)	\$17.50

**Also Discounts with:**

- \*Stone Mountain
- \*Atlanta Zoo
- \*Georgia Aquarium
- \*Six Flags & White Water

Contact the Park and Recreation Dept. at 706-865-5275 \* 327 Asbestos Road Cleveland, GA 30528

In case of any benefit questions, you may contact Shanda Murphy or Krystal Talley, White County Human Resources at 706-865-2235