

# Lumpkin County Board of Commissioners Benefits List

## **Paid Annual Leave and Sick Time\***

- Accrue based on years of service
- No requirement to have been employed a certain amount of time before being eligible to use accrued hours

## **Retirement Contributions\***

- Pension Plan: 100% employer funded, no employee contribution required
- 457(b) Deferred Compensation: Employee may make tax-deferred contributions, money taxed at withdrawal
- 457 Roth: Employee may make post-tax contributions, money not taxed at withdrawal
- 401(a) Defined Contribution: If employee contributes minimum of 2% to either, or both, 457(b)/457 Roth, county will contribute maximum of 4%

## **Health Insurance\***

Base and Buy-up Plans available, county contributes up to 85% of the cost

## **Dental Insurance\***

May be purchased by full time employees

## **Vision Insurance\***

May be purchased by full time employees

## **Life Insurance\***

- County provides \$50,000 life insurance to all full-time employees at no charge to the employee
- Additional plans for employee, spouse and children available

## **Long Term Disability\***

County provides full time employees this benefit at no cost to the employee. 60% of base monthly earnings after six months out of work.

## **Short Term Disability\***

May be purchased by full time employees

## **Group Accident Insurance, Group Critical Illness Insurance\***

May be purchased by full time employees

## **Employee Assistance Program\***

Provided free of charge to full time employees through Disability Resource Services. Assistance with alcohol and drug abuse, depression, divorce and family law, estate planning, financial counseling, job pressures, marital and family conflicts, stress and anxiety through either speaking with a counselor via phone or in person. Phone calls are free, first three in-person visits are free.

\* = These plans are generally applicable; however, the descriptions are not applicable in all situations, for specifics speak with a member of Human Resources.