



FORSYTH COUNTY 2016 BENEFIT SUMMARY SHEET

PROBATIONARY PERIOD

Probationary period does not apply to positions appointed by the Board of Commissioners, Judicial, Elected Officials or County Manager. All other new employees are designated as probationary employees for a period of twelve (12) months from the date of employment. During the probationary period, close observation of conduct and capacity of all probationers shall be made by the appointing authorities. Each probationary employee is subject to dismissal without the right to appeal.

BENEFITS PROVIDED BY FORSYTH COUNTY TO FULL-TIME EMPLOYEES:

PERSONAL LEAVE ACCRUAL

Personal leave shall be accrued as follows:

0 – 1 Year	-	12 days per year - 3.68 hours per pay period
1 - 4 Years	-	20 days per year - 6.16 hours per pay period
5 - 14 Years	-	25 days per year - 7.70 hours per pay period
15+Years	-	30 days per year - 9.24 hours per pay period

OBSERVED HOLIDAYS

New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving (2), and Christmas (2).

INSURANCE

HEALTH INSURANCE AETNA www.aetna.com 1-800-872-3862

Eligible the first of the month following employment. Choose from Aetna Choice POS II Basic or Aetna Choice POS II Plus plans. All rates listed are Bi-Weekly.

Aetna Choice POS II Basic Plan Med/Rx

	<u>Full Rates without Wellness Discount Non-Tobacco Rates</u>	<u>Tobacco Rates</u>
Employee	\$38.68 non tobacco bi-weekly	\$68.68 tobacco bi-weekly
EE & Spouse	\$59.74 non tobacco bi-weekly	\$89.74 tobacco bi-weekly
EE & Child/Child(ren)	\$56.93 non tobacco bi-weekly	\$86.93 tobacco bi-weekly
EE & Family	\$75.96 non tobacco bi-weekly	\$105.96 tobacco bi-weekly

Aetna Choice POS II Basic Plan Med/Rx

	<u>Rates with Wellness Discount Non-Tobacco Rates</u>	<u>Tobacco Rates</u>
Employee	\$15.60 non tobacco bi-weekly	\$45.60 tobacco bi-weekly
EE & Spouse	\$33.66 non tobacco bi-weekly	\$66.66 tobacco bi-weekly
EE & Child/Child(ren)	\$33.85 non tobacco bi-weekly	\$63.85 tobacco bi-weekly
EE & Family	\$52.88 non tobacco bi-weekly	\$82.88 tobacco bi-weekly

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Aetna Choice POS II Plus Med/Rx

	<u>Full Rates without Wellness Discount</u>	
	<u>Non-Tobacco Rates</u>	<u>Tobacco Rates</u>
Employee	\$52.10 non tobacco bi-weekly	\$82.10 tobacco bi-weekly
EE & Spouse	\$91.27 non tobacco bi-weekly	\$121.27 tobacco bi-weekly
EE & Child/Child(ren)	\$86.05 non tobacco bi-weekly	\$116.05 tobacco bi-weekly
EE & Family	\$121.45 non tobacco bi-weekly	\$151.45 tobacco bi-weekly

Aetna Choice POS II Plus Med/Rx

	<u>Rates with Wellness Discount</u>	
	<u>Non-Tobacco Rates</u>	<u>Tobacco Rates</u>
Employee	\$29.02 non tobacco bi-weekly	\$59.02 tobacco bi-weekly
EE & Spouse	\$68.19 non tobacco bi-weekly	\$98.19 tobacco bi-weekly
EE & Child/Child(ren)	\$62.97 non tobacco bi-weekly	\$92.97 tobacco bi-weekly
EE & Family	\$98.37 non tobacco bi-weekly	\$128.27 tobacco bi-weekly

PRESCRIPTION CARD (DEPENDS ON MEDICAL PLAN ELECTED)

Aetna Choice POS II Basic Plan Rates

\$10.00 co-pay for Tier 1 (generic)
 \$30.00 co-pay for Tier 2, after deductible is met (preferred brand name)
 \$60 co-pay for Tier 3, after deductible is met (non-preferred brand name)
 \$100 co-pay for Tier 4, after deductible is met (specialty)
 Mail order program available for maintenance medications

Aetna Choice POS II Plus Plan Rates

\$10.00 co-pay for generic prescriptions
 \$20.00 co-pay for brand name prescriptions
 \$30.00 co-pay for Non-Preferred Brand Name prescriptions
 Mail order program available for maintenance medications

DENTAL **GUARDIAN DENTAL** www.guardiananytime.com 1-888-600-1600

Dental-Buy-up Plan Rates

Employee	\$7.46 bi-weekly
EE & Spouse	\$14.88 bi-weekly
EE & Child/Child(ren)	\$12.40 bi-weekly
EE & Family	\$22.34 bi-weekly

Dental-Base Plan Rates

Employee	\$3.27 bi-weekly
EE & Spouse	\$6.48 bi-weekly
EE & Child/Child(ren)	\$5.40 bi-weekly
EE & Family	\$9.70 bi-weekly

VISION **EYEMED** www.EyeMedvisioncare.com 1-866-800-5457

Employee	\$2.29 bi-weekly
EE & Spouse	\$5.42 bi-weekly
EE & Child/Child(ren)	\$5.70 bi-weekly
EE & Family	\$6.95 bi-weekly

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SPOUSE SURCHARGE

Employees will be charged an additional \$35.00 per pay period (bi-weekly) if their spouse has the option to purchase medical benefits through his/her employer.

WELLNESS PROGRAM

Employees who complete the wellness requirements will receive a \$50.00 per month (or \$23.08 per pay period) discount on their medical premium. This amount may be adjusted to equal \$600.00 per year.

LIFE INSURANCE AETNA www.aetna.com

100% paid by Forsyth County. Eligibility begins date of hire.

Forsyth County provides basic Life and AD&D insurance on all full-time employees equal to 2x salary with a minimum coverage of \$50,000.00

ADDITIONAL LIFE INSURANCE AND AD&D AETNA www.aetna.com

Rates vary based on amount of coverage selected. Additional life insurance may be purchased for employee, spouse and children

Available during open enrollment

DISABILITY INSURANCE – SHORT TERM AND LONG TERM AETNA www.aetna.com

100% paid by Forsyth County. Eligibility begins date of hire.

Short Term Disability – 60% of weekly earnings to a maximum of \$1,000.00 a week. Eligibility begins 14 days after an accident or sickness and has a benefit period of 24 weeks.

Long Term Disability – 60% of monthly earnings to a maximum of \$5,000.00 a month. Eligibility begins at 26 weeks to coordinate with the end of Short Term benefits and continues 24 months (Own Occupation). **LTD Buy-Up Plan available which allows LTD to continue to the greater of age 65 or your Social Security Normal Retirement Age.

RETIREMENT PLAN (401K) TRANSAMERICA www.mytrsretire.com 1-888-676-5512

Fully vested at five years of employment – 20% graduated vesting annually. Eligible to begin contributions immediately upon hire.

6 mos to 3 yrs – County matches 100% of a max 5% of employee gross contributions

3 yrs to 10 yrs – County contributes 5% of base salary & County matches 100% of a max of 5% of gross employee contributions

Over 10 yrs – County contributes 5% base & County matches 100% of a max of 5% of gross employee contributions & County matches 50% of next 5% of gross employee contributions