

BENEFITS SUMMARY

13 Days Annual Leave Per Year

13 Days Sick Leave Per Year

12 Holidays Per Year

1 Personal Leave Day Per year (except Baldwin/Mobile Counties)

Survivor's Benefit (After 1 yr of service; in the sum of 1 year's salary)

Longevity Bonus (After 5 yrs of service)

168 Hrs. Paid Military Leave

Annual Merit Raise (based on funding)

PerksCard (enroll online at www.perkscard.com)

INSURANCE BENEFITS

(Must enroll within 60 days for ANY plan)

(All employees will receive a SEHIP Handbook by mail from the Insurance Board)

www.alseib.org 866-836-9737

Enrollment

New employees have 60 days to enroll

Current employees can enroll during Open Enrollment each November

Special enrollment available for any who lose other group health insurance

Blue Cross/Blue Shield (60 days to enroll)

Individual

Family

Inpatient hospital benefits
Outpatient hospital benefits
Prescription Drug benefits
Dental (optional)

SEIB Supplemental Policy (60 days to enroll in any policy)

You can **opt out** of the SEHIP (State Employees Health Insurance Plan) as your primary coverage and elect supplemental coverage at no charge. For instance, if you are eligible for coverage through another employer group plan, you can enroll in that plan. You can then obtain supplemental coverage through the SEIB that will cover virtually all of your out-of-pocket expenses.

SEPOP (State Employee Premium Only Plan) 60 days to enroll

Health Reimbursement arrangement plan (must opt out of BC/BS as primary coverage and have another primary insurance carrier)

Reimburse employee \$150 monthly for having another primary insurance carrier

Southland Insurance

Dental, Cancer, Hospital Indemnity and Vision

<http://www.southlandbenefit.com/SEIB/SEIB.aspx>

TRICARE (www.asicorporation.com/al) 60 days to enroll

All military can join regardless of rank or branch of service

Southland (60 days to enroll)

www.southlandnationalseib.org

- Dental (*may also choose Blue Cross/Blue Shield*)
 - Individual: \$3 per month
 - Family: \$8 per month (including employee) (Need proof of relationship. Birth certificate and/or marriage certificate)
- Vision
 - Individual: \$12 per month
 - Family: \$24 per month (including employee) (Need proof of relationship. Birth certificate and/or marriage certificate)

FLEXIBLE BENEFITS (60 days to enroll)

Set aside pre-tax money via payroll deductions to pay for health care and dependent care expenses not covered by your benefit plan. After enrollment you can view your up-to-date Flex account information by registering with Blue Cross/Blue Shield (<http://www.bcbsal.org/>)

The Flexible Employees' Benefits Board provides a \$50 credit to any member who enrolls in the Health Care Reimbursement Account (HCRA) with a minimum annual contribution of \$120, giving you \$170 for the 2015 plan year.

The Flex Handbook provides all the information regarding the Flexible Employee Benefits Plan. Some of the topics covered in the Flex Handbook:

- Eligible Employees
- Eligible Dependents
- Open Enrollment
- New Employee Enrollment
- Status Change
- Premium Conversion Plan
- General Provisions

See Handbook for more topics. www.alseib.org

STATE WELLNESS CENTER

101 South Union Street
Montgomery AL 36104

Clinic

877-311-1375
334-263-8470
334-263-8670 Fax

Hours of Operation:

8:00 AM to 5:00 PM M, T, W, F
9:00 AM to 5:00 PM Thursdays

Pharmacy

877-311-1368
334-263-8460
334-263-8660 Fax

Hours of Operation:

7:30 AM to 5:30 PM M, T, W, F
9:00 AM to 5:30 PM Thursdays

The State Wellness Center provides the highest quality care and management of acute and chronic illnesses as well as preventative medicine, health maintenance and patient care education. They also offer medicine for patients age 18 years and older including:

- Annual routine preventative care examinations
- Annual wellness screenings
- Women's health
- Treatment of common illnesses (flu, strep throat etc)
- Treatment of minor wounds, abrasions and skin conditions (poison ivy, acne)
- Vaccinations
- Management of chronic diseases (hypertension, diabetes, asthma)

Wellness services, including smoking cessation and weight management

RETIREMENT BENEFITS

www.rsa-al.gov

877-517-0020

	Tier 1 Employees	Tier 2 Employees
Date of Employment	Prior to 1/1/2013	on or after 1/1/2013
Member Contribution Rate	5% or 7.5% for Regular Employees 6% or 8.5% for FLC Employees 10.0% for State Police	6.0% for Regular Employees 7.0% for FLC Employees 10.0% for State Police
Retirement Eligibility	25 Years of service at any age 10 years of service at age 60 (age 52 for State Police)	No 25-Year retirement 10 years of service at age 62 (age 56 for FLC employees and State Police)
Retirement Factor	2.0125% for Regular Employees 2.875% for State Police	1.650% for Regular Employees 2.375% for State Police
Disability Retirement	No Change	New disability Standard (see handbook)

Deferred Compensation (optional)

RSA-1 is a powerful tool to help you reach your retirement dreams. As a supplement to other retirement benefits or savings that you may have, this voluntary plan allows you to save and invest extra money for retirement, tax deferred. Not only will you defer taxes immediately, your contributions and any earnings will grow on a tax-deferred basis as well. The RSA-1 Plan is an Internal Revenue Code Section 457 deferred compensation plan for public employees.

Options:

RSA-1 <http://www.rsa-al.gov/index.php/members/rsa-1/>

Great-West <http://www.greatwest.com/>