

**Summary of Madison County Benefits**

**HEALTH INSURANCE**

All full-time and part-time employees working 30 hours or more per week are eligible for health insurance benefits upon completion of 60 days employment with the County. Health insurance is provided through Blue Cross Blue Shield.

Coverage Type	Employee Monthly Premium
Employee only	\$40.00
Employee Spouse	\$80.00
Employee Children	\$80.00
Family	\$100.00

**VACATION LEAVE**

Full-time employees begin accruing vacation leave the first day of employment. Employees shall be credited with vacation leave on a bi-weekly basis. A maximum of 80 hours of vacation leave is able to be carried over into the next calendar year.

Part-time, temporary, or seasonal employees do not receive vacation leave.

Full Years of Completed Service	Biweekly Amount Awarded
Hire Date - 7 Years	3.08 hours (80hrs/10days)
8 Years - 15 Years	4.62 hours (120hrs/15days)
16 Years or More	6.16 Hours (160 hrs/20days)

**CASH-IN-LIEU**

Employees who choose to opt out of the County's health insurance coverage may be eligible to receive a cash-in-lieu stipend. This benefit is available only to employees who have healthcare coverage through another group plan that is not provided by Madison County. To participate, employees must provide a current certificate of coverage verifying enrollment in another qualifying group health plan.

Coverage Type	Cash-in-lieu monthly amount provided.
Employee only	\$350.00
Employee Spouse	\$500.00
Employee Children	\$500.00
Family	\$500.00

**ADDITIONAL INSURANCES**

In addition to health insurance, Madison County offers a variety of supplemental benefits including:

- \* Dental - Blue Cross Blue Shield
- \* Vision - Vision Service Plan
- \* Long-Term Disability - Madison National Insurance
- \* Life Insurance - Madison National Insurance

Additional supplement insurance are provided through Aflac. All supplemental coverages are paid 100% by the employee.

As part of the County's benefits package, all full-time employees are provided - at no cost - a \$15,000 life insurance policy and a \$1,500 long-term disability policy. Both of these policies are provided by Madison National Insurance.

**SICK LEAVE**

Full-time employees begin earning sick leave on the first day of employment. Employees shall be credited with sick leave on a biweekly basis at a rate of 3.70 hours. Sick pay benefits may be accumulated up to a maximum of 960 hours. These hours are able to be carried over into the next calendar year. Part-time, temporary, or seasonal employees do not receive the sick leave benefit.

**COMPENSATORY TIME**

All non-exempt employees who work over 40 hours in one week will receive compensatory time at 1.5 the number of hours worked. Certain jobs, primarily law enforcement, may be subject to different overtime calculation rules. The maximum balance of compensatory time is 80 hours.

**RETIREMENT**

Full-time employees are automatically enrolled into the NPERS County Retirement Plan. Any part-time employee is eligible to participate voluntarily if they are not working the amount hours that are mandatory for enrollment.

Employees contribute 4.5% of their gross wages and the County contributes 6.75%.  
Certified law enforcement employees contribute 6.5% of their gross wages and the County contributes 8.75%

Madison County offers an additional 457b retirement plan through Nationwide. The County does not contribute to this plan.

**PAID HOLIDAYS**

- |                               |                            |
|-------------------------------|----------------------------|
| New Year's Day                | Martin Luther King Jr. Day |
| President's Day               | Arbor Day                  |
| Memorial Day                  | Juneteenth                 |
| Independence Day              | Labor Day                  |
| Columbus Day                  | Veterans Day               |
| Thanksgiving Day              | Thanksgiving (day after)   |
| Christmas Eve (half day/4hrs) | Christmas Day              |