

# Madison County

## SUMMARY OF 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.

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

If an employee chooses to opt out of healthcare coverage provided by Madison County, they may have the opportunity to enroll in cash-in-lieu. For a single benefit the employee would receive \$350 monthly and for a family benefit the employee would receive \$500 monthly.

### SICK LEAVE

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

### VACATION LEAVE

All 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	Bi-Weekly Amount Awarded
Hire Date - 7 Years	3.08 Hours
	(Annual Equivalent: 80 hours/10 days)
8 Years - 15 Years	4.62 Hours
	(Annual Equivalent: 120 hours/15 days)
16 Years or More	6.16 Hours
	(Annual Equivalent: 160 hours/20 days)

### 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 is 80 hours.

### ADDITIONAL INSURANCES

In addition to health insurance, Madison County offers a wide variety of insurance options. These options include Dental, Vision, Long-Term Disability, Hospital Indemnity, Critical Illness and Accident Insurance, additional retirement, and Life Insurance. Madison County also offers supplemental insurance plans through Aflac and Colonial. Employees are responsible for 100% of these policies.

### RETIREMENT

Full-time and part-time employees are enrolled into the NPERS County Retirement Plan. The employee contributes 4.5% and Madison County contributes 6.75%. Certified law enforcement employees will contribute 5.5% and the County contributes 7.75%.

### 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 After  
 Thanksgiving  
 Christmas Eve (Half Day/ 4 hours)