

CITY OF ORANGE BEACH MUNICIPAL EMPLOYEE BENEFITS

HEALTH INSURANCE

All full-time employees and their dependents are eligible for health insurance coverage, which will become effective on the first day of employment. The City contributes 100% of the cost of health insurance coverage for the employee and 50% of the cost for the employee's dependents. If the employee chooses to cover his/her dependents it is done by payroll deduction twice per month.

DENTAL INSURANCE

All full-time employees and their dependents are eligible for dental insurance coverage, which will become effective on the first day of employment. The City contributes 100% of the cost of dental insurance coverage for the employee and 50% of the cost for the employee's dependents. If the employee chooses to cover his/her dependents it is done by payroll deduction twice per month.

LIFE INSURANCE

The City provides full-time employees with life insurance coverage of \$15,000.

VACATION LEAVE

All full-time employees begin accruing vacation leave upon hire. Ten (10) days of vacation can be accrued during the first year of employment. A maximum of 164 hours of vacation leave may be accrued.

SICK LEAVE

All full-time employees begin accruing sick leave upon hire. Thirteen (13) days of sick leave can be accrued each year. There is no cap on the amount of sick leave that can be accrued. Probationary employees can use only four shifts of accumulated sick leave during the probationary period.

HOLIDAYS

The City of Orange Beach observes twelve (12) holidays during the year.

New Year's Day	Memorial Day	Thanksgiving Day
Martin Luther King Day	Independence Day	Friday following
Mardi Gras Day	Labor Day	Thanksgiving Day
Good Friday	Veterans Day	Christmas Eve
		Christmas Day

RETIREMENT

Participation in the Employees Retirement System is mandatory for all full-time employees. Certified firefighters and law enforcement officers must contribute six percent (6%) of their earnable compensation. For all other employees the contribution is five percent (5%) of their earnable compensation.

RETIREMENT DEFERRED COMPENSATION

All employees may make additional contributions to the Retirement Systems of Alabama RSA-1 Deferred Compensation Plan in accordance with the Summary Plan Descriptions rule on contributions and eligibility.

UNIFORMS

Uniform requirements and subsidies vary by department.

VOLUNTARY BENEFITS

SUPPLEMENTAL INSURANCE

The City offers payroll deduction for several supplemental insurance programs.

RECREATION CENTER MEMBERSHIP

The Orange Beach Recreation Center provides special membership rates to City employees.

BEACH EXPRESS DISCOUNT

The Beach Express allows City employees to pay a reduced rate to use the toll bridge.

COLLEGE REIMBURSEMENT PROGRAM

With prior approval, the City will pay the cost of tuition, registration fees, books and laboratory fees for full-time non-probationary employees working towards a college degree.

FLEXIBLE BENEFIT PLAN (CAFETERIA PLAN)

Full time employees are eligible to participate in the Flexible Benefit Plan immediately upon hire. This plan allows employees to pay pre-tax (for state and federal income tax and social security tax) amounts that are withheld from payroll for medical and dental insurance premiums, dependent care expenses, outside medical premiums, or unreimbursed medical expenses incurred during the plan year (January – December).