Employee Benefits Offered by Polk County

- **Group Health Insurance**
  - BlueCross BlueShield of Georgia
  - Polk County pays a significant portion of the monthly premium on all plans
  - Medical Plans offered for Employee, Employee + Spouse, Employee + Child(ren), and Family coverage
  - HRA Medical Deductible Reimbursement Program

- **Group Life Insurance**
  - $20,000 of Employee Life Insurance Coverage paid for by Polk County
  - Spouse and dependent Life Insurance Coverage provided with Medical plans

- **Supplemental Insurances**
  - Voluntary Employee Life, Spouse Life, and Children Life Insurance
  - Voluntary Employee, Spouse, and Child AD&D Insurance
  - Dental Insurance
  - Vision Insurance
  - Short Term Disability
  - Long Term Disability
  - Flexible Spending Account (available at yearly open enrollment only)
  - Telemedicine
  - AFLAC

- **Retirement**
  - County Paid Defined Benefit Pension Plan
  - 401(a) Defined Contribution Pension Plan
  - 457(b) Deferred Compensation Plan
  - Employee Life Insurance Coverage included with Pension Plan
  - Post-Retirement Medical, Dental, and Vision Coverage (for qualifying retirees)
  - Post-Retirement Group Life Insurance Benefit (for qualifying retirees)

- **Annual/Vacation Leave**
  - Accrual of 6.67 hours per month for first year of employment (total of 80 hours per year)
  - Annual Leave amount increases based upon years of service

- **Sick Leave**
  - Accrual of 8 hours per month

- **Paid Holidays**
  - New Years’ Day
  - Martin Luther King Jr. Day
  - Presidents’ Day
  - Good Friday
  - Memorial Day
  - July 4th
  - Labor Day
  - Veteran’s Day
  - Thanksgiving Day and the Day After
  - Christmas Eve
  - Christmas Day