



# STATE OF ALABAMA EMPLOYEE BENEFITS



(This information is for new employees hired on or after January 1, 2024.)

The State of Alabama offers generous benefits to Merit System employees that are equal to about 35% of each employee's pay. Many of those benefits are listed below. Employees hired on or after January 1, 2013, receive Tier 2 benefits.

## TIER 2 EMPLOYEE BENEFITS

### Health, Vision, and Dental Insurance

ADPH pays \$977/month (\$11,724/year). Employee cost for single coverage is \$30 with a Non-tobacco Usage Discount and a Wellness Discount (\$145 without applicable discounts). Family coverage is \$500 (with spouse) and \$335 (without spouse). The family coverage rates are before any applicable discounts and/or waivers. Dental and Vision coverage are optional.

### Retirement/RSA

ADPH pays 15.76% of employee's salary. Employee pays 6% of salary.

### Annual Leave

104 hrs/year (13 days/year) - Annual Leave increases every 5 years of service.

### Holidays/Personal Leave Day

13 days/year

### Sick Leave

104 hrs/year (13 days/year)

### Flex Time

Flexible starting and ending work hours (if approved)

### Longevity Bonus

\$600/yr after 5 years of service - The longevity bonus increases by \$100 each 5th year up to \$1,000 per year.

### Blood Donation Leave

2 hours per approved donation (maximum of 4 hours per year)

### Employee Assistance Program (EAP)

Provides help for employees and dependents whose work performance or quality of life as a whole is being adversely affected by problems such as home and family issues, substance abuse, mental/emotional problems, or health problems. EAP provides 3 free visits per year for each employee and dependent.

### Deferred Compensation Plans

Great West; RSA-1

## HOW CAN ADPH SUPPORT YOU?

A career at ADPH offers the opportunity to be a part of all that public health offers for Alabamians, but the benefits do not stop there. As an ADPH employee, additional benefits include:

- **Professional Impact** - Build your career where it matters and protect lives in the community where you live, work, and play
- **Workplace Flexibility** - Experience flexibility in how you work so that you can be your best self for you and Alabama residents
- **Dynamic & Diverse Teaming** - Collaborative and inclusive way of working where employees share ideas and leverage collective strengths
- **Pride in Where You Work** - Be a part of making an impact in public health alongside dedicated people just like you
- **Hands-on Working Culture** - Unique culture of active engagement and problem-solving no matter your role
- **Career Longevity** - Countless opportunities for continuous learning/development that support a long-term career