

2021 OVERVIEW OF EMPLOYEE BENEFITS



Supplemental Life Insurance	You may purchase additional Supplemental Life Insurance for you and your dependents.	
	Employee	<ul style="list-style-type: none"> • \$10,000 increments to a max of the lesser of 5 times annual pay or \$500,000 • Statement of health required for amounts over \$100,000
	Spouse	<ul style="list-style-type: none"> • May not exceed 50% of employees benefit • Statement of health required for amounts over \$25,000
	Child(ren)	<ul style="list-style-type: none"> • Increments of \$2,000 to a maximum of \$10,000
Voluntary Supplemental Plans	<ul style="list-style-type: none"> • Personal Accident Indemnity Plans • Cancer Plan • Critical Care and Recovery 	
Identity & Legal Protection	Legal and Identity protection are available for employees to purchase through LegalShield.	
Pet Insurance	County employees can purchase reimbursement insurance plan for their pets. The plans have a \$250 annual deductible with a \$7,500 maximum benefit. Pre-existing conditions are not covered.	
Employee Assistance Program	The Employee Assistance Program, provided through Weber & Associates can assist you with marital, family problems, financial problems, stress, alcohol or substance abuse, emotional problems, grief counseling, anxiety, legal issues, career difficulties and other problems. The Program provides for three sessions per issue at no cost.	
Wellness Program	The County provides a wellness benefit of \$800 for weight loss programs and gym membership for employees and their covered spouse. The County also sponsors a wellness rewards program that enables employees to earn cash rewards.	
Health Savings Account	If you enroll in the High Deductible Health Plans, the County will make a monthly contribution to your Health Savings Account. The contribution depends upon which plan you enroll.	
Flexible Spending Account	Employees have the option to enroll in a Flexible Spending Account – Medical FSA (Limited Medical FSA for employees with a Health Savings Account) and/or Dependent Care FSA.	
Retirement Benefits	<ul style="list-style-type: none"> • Allen County provides a 457/401(a) retirement plan. The plan is available without a waiting period to employees who work a minimum of 37.5 hours per week. • There is an automatic 3% deferral from each pay to your 457, unless you waive participation. The County will match dollar for dollar in the 401(a) plan the amount you contribute to your 457 plan up to 5%. • The County has a 6-year vesting schedule. If you leave after 6 years, you will be fully vested. This means you are eligible to receive all of the funds in the 401(a). You are always 100% vested in your 457 contributions. 	
College Savings	529 Plans are a vehicle to help you save for college expenses. You may choose between two plans – Indiana College Choice and American Funds. You can invest as little as \$25 dollars a month and choose your investment.	
Paid Time Off	After completion of 1 st year and through 5 th year	10 days
	Beginning with 6 th year and through 15 th year	15 days
	Beginning with 16 th year and through 25 th year	20 days
	Beginning with 26 th year or more	25 days
	Personal Day	2 per year
	Sick Days <ul style="list-style-type: none"> • After 6 months of continuous service • Anniversary date 	2 ½ days 5 days
Sworn officers earn separate time off schedules.		
Paid Holidays	The holiday schedules for the closing of County and Court offices are released annually.	
Bereavement Pay	<ul style="list-style-type: none"> • Employees shall be allowed up to three days off with pay for funerals and necessary arrangements of affairs of the deceased for a parent, spouse, child, grandchild, grandparent, brother/sister • Employees shall be allowed up to two days off with pay for funerals and necessary arrangements of affairs of the deceased for an in-law (mother, father, son, daughter brother or sister-in-law) 	

Allen County is an Equal Opportunity Employer (EEO). Accordingly, we promote equal opportunity in the areas of recruitment, employment, training, development, transfer, and promotion. Our employment practices are without regard to race, color, religion, creed, gender, sexual orientation, sexual identity, age, disability or medical condition, national origin, and veteran status, and all other categories protected by federal, state, and local anti-discrimination laws.