

Baldwin County Commission

Part-Time Employee Benefits 2026

BENEFIT	PREMIUM	WHO RECEIVES	ELIGIBILITY (Including Open Enrollment)	WHAT YOU RECEIVE
Paid Time Off (PTO)	No cost to Employee	All Part-Time Employees	1 st day of the month following the first month of employment. Cannot use until after probationary period	Receives a rate of .0319 per hour worked up to 48 hours per year.
Retirement (Retirement Systems of Alabama)	Mandatory Participation *all employees will be offered Tier I benefits at 7.5%*	All Part-Time Employees who average at least 20 hours per week	Date of employment	Varies by date of employment into RSA. Contact Personnel for more information or visit www.rsa-al.gov
Workers Compensation	No cost to Employee	All Employees	Date of employment	Program administered CRS (1-888-608-2009)
Employee Assistance Program	*County pays 100%*	All Employees	Date of employment	Short-term counseling and referral services for behavioral health-related problems
Family Medical Leave (FMLA)	No cost to Employee	All Employees	After completion of 1250 hours of work over the previous 12 months	Up to 12 weeks leave in 1 year for: 1) birth or adoption of a child; 2) spouse/parent/child with a serious health condition; 3) employee's own serious health condition.
Jury Duty	No cost to Employee	All Employees	Date of Employment	Paid leave granted for hours served
Military Leave	No cost to Employee	All Employees	Date of Employment	Leave of absence with pay up to 21 work days for annual training or as directed by law.
Fitness Center	Discount if Employee chooses to participate	All Employees	Date of Employment	Discounted membership to North Baldwin Wellness Center, Thomas Wellness and The Rac