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Charlotte A. Randolph, *Parish President*

Human Resources Department

LAFOURCHE PARISH GOVERNMENT BENEFIT INFORMATION

LEAVE EARNINGS:

- Employees earn annual and sick leave based on their years of service
- Annual leave may be granted for the purpose of transaction personal business, which includes vacation time
- Sick leave is granted for the illness of the employee and immediate family member illness
- Annual and sick leave are earned as follows:

0 to 3 years	2.6950 hours each pay period (70 hour employee)
	3.0800 hours each pay period (80 hour employee)
4 to 7 years	3.3950 hours each pay period (70 hour employee)
	3.8800 hours each pay period (80 hour employee)
8 to 11 years	4.0600 hours each pay period (70 hour employee)
	4.6400 hours each pay period (80 hour employee)
12 to 15 years	4.0600 hours each pay period (70 hour employee)
	4.7272 hours each pay period (80 hour employee)
16 or more years	5.4040 hours each pay period (70 hour employee)
	6.1760 hours each pay period (80 hour employee)

HOLIDAYS

- Employees receive 14 official paid holidays per year

HEALTH INSURANCE

COMPANY - BLUE CROSS BLUE SHIELD OF LOUISIANA
BENEFITS - DEDUCTIBLE 500 SINGLE/ DEPENDANT COV. UP TO 1,500 MAX PER FAMILY
 CO-INSURANCE 70%/30%
 OUT OF POCKET MAX \$1,500 SINGLE/\$3,000 FAMILY AGGREGATE
 PHYSICIAN/SPECIALIST CO-PAY - \$20.00 (NO REFERRAL NEEDED)
 PRESCRIPTION DRUG CO-PAY - \$4 GENERIC/\$25 PREFERRED/\$40 NON-PREFERRED BRANDS
 MAIL ORDER PRESCRIPTION PROGRAM 3 CO-PAYS/90 DAY SUPPLY

COST -

SINGLE	\$ 11.22/MONTH
EMPLOYEE + CHILD (REN)	\$100.44/MONTH
EMPLOYEE + SPOUSE	\$113.46/MONTH
FAMILY	\$192.10/MONTH

GROUP TERM LIFE

COMPANY - FORT DEARBORN LIFE
BENEFITS - \$15,000 VOLUME LIFE (under age 65. At 65+, coverage reduces accordingly)
COST - .12 CENTS PER MONTH (under age 65. At 65+, premiums reduces accordingly)
BENEFITS - \$5,000 DEPENDANT VOLUME LIFE
COST - \$1.95 PER MONTH

Charlotte A. Randolph	Parish President	Matt Matherne	District 5
Jerry Jones	District 1	Lindel Toups	District 6
Michael Delatte	District 2	Phillip Gouaux	District 7
Louis Richard	District 3	Rodney Doucet	District 8
Joseph "Joe" Fertitta	District 4	Daniel Lorraine	District 9

SUPPLEMENTAL TERM LIFE

COMPANY - FORT DEARBORN LIFE
BENEFITS - MINIMUM 10,000 UP TO 100,000 (EMPLOYEES)
 SPOUSE CAN ENROLL UP TO 20,000 NO MEDICAL QUESTIONS. 30,000 TO 100,000 WITH MEDICAL QUESTIONS.
 DEPENDANT CHILDREN 5,000 OR 10,000 OF VOLUME ONLY
COST - DEPENDANT ON AGE AND AMOUNT OF VOLUME FOR EMPLOYEE AND DEPENDANT SPOUSE. DEPENDANT CHILD COST .85 PER 5,000 OF VOLUME

SHORT TERM AND LONG TERM DISABILITY

COMPANY - FORT DEARBORN LIFE
SHORT TERM BENEFITS - 60% OF WEEKLY GROSS INCOME
WAITING PERIOD - EXHAUST ALL SICK LEAVE BALANCE THEN 14 DAY ELIMINATION PERIOD. UP TO 6 MONTH BENEFIT PAYMENT
COST - DETERMINED BY ANNUAL SALARY
LONG TERM BENEFITS - 60% OF MONTHLY GROSS INCOME
WAITING PERIOD - 180 DAYS (PERIOD ON SHORT TERM)
COST - DETERMINED BY ANNUAL SALARY

DENTAL

COMPANY - MERITAIN HEALTH/CRESENT DENTAL
BENEFITS - SILVER PLAN - 100% PREVENTIVE, 60% BASIC, 40% MAJOR
COST - SINGLE \$18.55/MTH, EE + SPOUSE \$41.34/MTH, EE + CHILDREN \$35.86/MTH, EE + FAMILY 59.29/MTH
BENEFITS - GOLD PLAN – 100% PREVENTIVE, 80% BASIC, 50% MAJOR
COST - SINGLE \$22.35/MTH, EE + SPOUSE \$50.03/MTH, EE + CHILDREN \$43.18/MTH, EE + FAMILY \$71.63/MTH
 GOLD PLAN WITH ORTHO – SAME AS GOLD PLAN WITH ADDED ORTHODONTIC COVERAGE, DEDUCTIBLE - \$50 SINGLE, \$150 FAMILY, ANNUAL MAXIMUM BENEFIT \$1,000 PER MEMBER
 EE + CHILDREN \$47.83, EE + FAMILY \$76.28

VISION

COMPANY - MERITAIN HEALTH/CRESENT VISION
BENEFITS - IN-NETWORK- EYE EXAMS-\$10 COPAY CONTACT LENS FIT & FOLLOW-UP-\$0 COPAY, PREIUM 10% OFF RETAIL THEN APPLY \$55 ALLOWANCE, FRAMES- \$100 FRAME ALLOWANCE, 20% OFF BALANCE OVER ALLOWANCE, STD. PLASTIC LENSES SINGLE, BIFOCAL OR TRIFOCAL-\$10 COPAY, LENS OPTIONS RANGE FROM \$15 TO \$65, CONTACT LENSES-MATERIAL ONLY-\$0 COPAY, \$80 ALLOWANCE, 15% OFF BALANCE OVER ALLOWANCE, MEDICALLY NECESSARY-NO COST.
COST - EE \$5.78.MTH, EE + 1 \$10.82/MTH, EE + 2 \$12.78/MTH, EE + 3 OR MORE \$17.01/MTH

457K DEFERRED COMPENSATION

COMPANY - SECURITY BENEFITS GROUP
BENEFITS - AFTER COMPLETION OF SIX MONTH PROBATION PERIOD, UP TO 6% MATCH. DO NOT HAVE TO WAIT 6 MONTHS TO ENROLL.

CAFETERIA PLAN – SECTION 125 PLAN

COMPANY - COLONIAL LIFE
BENEFITS - PRE-TAX BENEFITS
COST - NO COST

FLEXIBLE SPENDING ACCOUNTS AND DEPENDANT CHILD CARE PRE-TAXED PAYROLL DEDUCTIONS

COMPANY- TAX FREE PLANS
COST - NO COST

ACCIDENT, CRITICAL ILLNESS, CANCER, MEDICAL BRIDGE, UNIVERSAL LIFE

COMPANY - COLONIAL LIFE
BENEFITS - SUPPLEMENTAL BENEFITS, VARIOUS PLANS AND COVERAGES
COST - VARIOUS COSTS DEPENDANT ON PLAN AND COVERAGE ENROLLMENT

EMPLOYEE ASSISTANCE PROGRAM

COMPANY - HIDALGO HEATH ASSOCIATES
BENEFITS - EMPLOYEE ASSISTANCE WITH SUBSTANCE ABUSE, PERSONAL ISSUES, MARITAL ISSUES, STRESS ISSUES, ETC.
COST- NO COST

DIRECT DEPOSIT

- Available to all employees of the Parish
- It is MANDATORY