

CULLMAN COUNTY COMMISSION

Employee Termination Information - Involuntary

Involuntary Termination (Reduction in Force, Position Elimination, Discharge, etc.):

- Notification of Termination – You will be provided with a written notice of termination.
- Eligibility for Unemployment Benefits – You may be able to receive weekly unemployment benefits from the Alabama Department of Labor. Contact the State of Alabama Unemployment office at <https://labor.alabama.gov/uc/Claims/default.aspx>
- State Retirement – If you have been in the state retirement system for 10 years or longer you are fully vested in your retirement benefit. You may leave your retirement benefit in place and receive a monthly benefit once you reach retirement age. Or you may choose to withdraw all your retirement funds. This option is also available to those who have less than 10 years in the retirement system and are not vested. More information is available on the Retirement Systems of Alabama website at www.rsa-al.gov or by calling (877) 517-0020
- Continuation of Health Benefits – You may continue your health benefits with Blue Cross Blue Shield of Alabama by applying for COBRA continuation of Coverage. You will receive an official packet of information regarding this coverage after your termination date. This information must be sent to you via registered mail, however for planning purposes the rates for health (medical/dental/vision) coverages are: (Note: These rates are subject to change, without prior notice)
 - Individual Coverage - \$620.16
 - Family Coverage - \$1401.48
- Life Insurance Benefits – Your county paid life insurance will end on your last day of employment. There is no conversion option with this benefit.
- Supplemental Benefits – Any supplemental benefits you may have will end with the final payroll deduction taken for these benefits. You may contact the benefit provider directly to inquire about conversion options.
- Payout of Earned Leave – All earned unused annual leave will be paid out with your last paycheck. Sick leave is automatically forfeited upon termination and is not eligible for payout. Retiring vested employees in the Tier 1 state retirement system may convert unused sick leave to retirement time credit.
- Return of All County Property – All Cullman County property (equipment, tools, uniforms, keys, passpoint entry cards, badges, etc.) should be returned to you supervisor or department head.

If you have any questions or need any other information, please contact the Cullman County Personnel Department at (256) 775-4884 or (256) 775-4879