

# Employee Benefit Package FY2023

## N.C Local Government Retirement System

### *A Defined Benefit Plan*

Employee Contribution 6%

#### *County Contribution:*

Regular Employees 12.14%

Law Enforcement Officers 13.04%

#### 401K – County Contribution

*(401K does not require employee contribution)*

Regular Employees 2%

Law Enforcement Officers 7%

## Health Insurance

Provided by Blue Cross/Blue Shield of NC

*Requires 25 years of consecutive service for continuation into retirement if hired after 07/01/2008 and prior to 6/30/2016.*

*Health benefits into retirement eliminated for anyone hired after 7/01/2016, with an exception for department heads and attorneys in the County Attorney's Office.*

### **Blue Options (PPO)**

### **Monthly Premium**

County Contribution \$904.18

#### *Employee's Contribution:*

Employee Only \$51.00

Employee/One Child \$157.00

Employee/Two Children \$254.00

Employee/Spouse \$241.00

Employee/Family \$326.00

Deductible reimbursement for up to \$1,000 per plan member based on annual paid claims above \$1,000.

## Optional Insurance Programs

### *At Employee's Expense*

### **Dental Insurance**

Provided through Delta Dental

Monthly Premium as of 07/01/2022

**Low High**

Employee only \$31.05 \$33.45

Employee + 1 dependent \$62.71 \$67.52

Employee + 2 or more dependents \$92.88 \$99.99

### **Vision Coverage**

Provided through Eye Med

Monthly Premium as of 07/01/2022

Employee only \$7.96

Employee + 1 dependent \$15.40

Employee + 2 or more dependents \$22.62

## Supplemental Benefits

Supplemental Retirement Plans *(401K and 457 plans)*

Permanent Life Insurance

Term Life Insurance

*(County provides \$5,000 of coverage for full time employees at no cost)*

Critical Care Insurance

Short Term Disability Insurance

Long Term Disability

Flexible Spending Accounts *(Medical and Child Care)*

Medical Insurance Deductible Reimbursement

## Paid Time Off

Sick Leave – 12 days per year

Annual Leave – Begins with 12 days per year and increases up to 27 days per year based on years of service

Paid Holidays – 13 days per year

## Other Paid Leave

120 hours of paid Military Leave per federal year  
*(for National Guard or Reserves)*

4 hours of School Participation Leave per fiscal year  
*(for parents of school age children)*

Civil Leave *(for jury duty required attendance)*

Comp Time *(for non-exempt staff who are not paid overtime)*

Exempt Time *(for exempt staff up to 80 hours)*  
*Not payable upon termination.*

## Miscellaneous Benefits

Eligible for Local Government Employees Credit Union

Employee Assistance Program

<https://www.cumberlandcountync.gov/departments/hr-group/human-resources/employee-relations/employee-assistance-program>

Employee Wellness Program

Employee Wellness Center Clinic

*(For employees and their dependents over age of 12)*

<https://www.cumberlandcountync.gov/departments/employee-wellness-group/employee-wellness-center-clinic>

Employee Pharmacy

<https://www.cumberlandcountync.gov/departments/employee-wellness-group/employee-wellness-center-clinic/empl-pharmacy>