

Employee Benefit Package 2021

N.C Local Government Retirement System

A Defined Benefit Plan

Employee Contribution	6%
<i>County Contribution:</i>	
Regular Employees	11.4%
Law Enforcement Officers	12.04%
401K – County Contribution <i>(401K does not require employee contribution)</i>	
Regular Employees	2%
Law Enforcement Officers	5%

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.

Blue Options (PPO)	Monthly Premium
County Contribution	\$766.67
<i>Employee's Contribution:</i>	
Employee Only	\$51.00
Employee/One Child	\$157.00
Employee/Two Children	\$254.00
Employee/Spouse	\$241.00
Employee/Family	\$326.00

Optional Insurance Programs

At Employee's Expense

Dental Insurance

Provided through Delta Dental

Monthly Premium as of 07/01/2021	Low	High
Employee only	\$30.16	\$32.48
Employee + 1 dependent	\$60.88	\$65.56
Employee + 2 or more dependents	\$90.18	\$97.08

Vision Coverage

Provided through Eye Med

Monthly Premium as of 07/01/2021	
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)*

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)*

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>