



# FY2024 Employee Benefit Package

## North Carolina Local Government Employee Retirement System (NCLGERS)

### A Defined Benefit Plan

Required Employee Contribution	6%
County Contribution:	
Regular Employees	12.89%
Law Enforcement Officers	14.04%
401K – County Contribution (401K does not require employee contribution)	
Regular Employees	2%
Law Enforcement Officers	5%

### Health Insurance

Provided through Blue Cross/Blue Shield of NC

*Requires 25 years of consecutive service for continuation into retirement if hired as of 07/01/2008 and prior to 6/30/2016. Health benefits into retirement eliminated for anyone hired as of 7/01/2016.*

	Monthly Premium
<b>Blue Options (PPO)</b>	
County Contribution	\$904.18
Employee Contribution*	
Employee Only	\$56.92
Employee/One Child	\$175.21
Employee/Two Children	\$283.46
Employee/Spouse	\$268.96
Employee/Family	\$363.82

\*An employee premium credit of \$30 per month is available when specific wellness conditions are met.

### Optional Insurance Programs

At Employee's Expense:

#### Dental Insurance

Provided through Delta Dental

Monthly Premium as of 7/01/2023	Low	High
Employee only	\$32.30	\$34.80
Employee + 1 dependent	\$65.34	\$70.24
Employee + 2 or more dependents	\$96.62	\$104.02

#### Vision Coverage

Provided through Eye Med

Monthly Premium as of 7/1/2023	
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 to employee)
- 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

12 IAW NC Office of State Human Resources Schedule  
1 floating holiday provided to support diversity and offer flexibility for a day significant to the employee

## 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

North Carolina Local Government Employees Credit Union eligibility

#### Employee Assistance Program

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

#### Employee Wellness Center Clinic

(For all employees and Health Insurance Plan covered dependents over age of 2)

<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>

#### Employee Wellness Program