



SUMMARY OF EMPLOYEE BENEFIT PACKAGE:

Great Benefits and a Great Place to Work!

	Benefit Description	Eligible	Who Pays Cost
Medical Insurance	Medcost - HDHP-2800 HSA Qualified Plan	Full Time Employees-on 31 st Day of Employment	Employer
Prescription Coverage	Retail and Mail Order -30/90 Day Supply	Full Time Employees-on 31 st Day of Employment	Employer
Dental	Medcost Preventive as well as Diagnostic Care	Full Time Employees-on 31 st Day of Employment	Employer
Vision	VSP	Full Time Employees-on 31 st Day of Employment	Employer
Health Savings Plan	\$50.00 Each Month Contributed to Health Savings Account	Full Time Employees-on 31 st Day of Employment	Employer
Retirement	NC Local Government Employees (LGERS) Retirement Plan Contribution 12.85% of Biweekly/monthly Gross Pay & Employee Required Contribution is 6% of Biweekly/monthly Gross Pay	Mandatory	Employee – 6% Required Contribution Employer -12.85%
Deferred Compensation	457 Plan – (Pre-tax) Retirement Plan	Full Time Employees-Optional Participation	Employee
AD&D/Life Insurance	UNUM – AD&D coverage with Life Ins. \$50,000 Covered Amount	Full Time Employees-on 31 st Day of Employment	Employer
Short Term Disability	Pays 60% of Basic Weekly Salary after 8 th day of Disability due to Accident or Sickness	Full Time Employees-on 31 st Day of Employment	Employer
Long Term Disability	50% of monthly earnings; Max.benefit of \$5,000 per month	Full Time Employees-on 31 st Day of Employment	Employer
Vacation/Paid Time Off	<u>Vacation Accrual Schedule:</u> 0-4 years = 12 Days Per Year; 5-9 years = 15 Days per year 10-14 years = 18 Days Per Year 15-19 years = 21 Days Per Year 20-24 years = 24 Days Per Year 25+ years, 27 Days Per Year <i>(Maximum Annual Carry-over allowed at end of Calendar year = 240 Hours)</i>	All Full Time Employees	Employer
Sick Time	4 Hours Sick Leave accrued per Biweekly pay period = 13 Days per year with unlimited balance carry-over	Full Time Employees	Employer
Holiday Pay	The (HACL) observes (13) Holidays per year as indicated in the Personnel Handbook	Full Time Employees	Employer
Longevity Pay	<u>Longevity Pay Schedule:</u> 5-9 years = 1% Base Pay 10-14 years = 1.50% Base Pay 15-19 years, = 2.25% Base Pay 20-24 years, 3.25% Base Pay 25+ years, 4.50% Base Pay	Full Time Employees with at least (5) years of service	Employer