

FY 19 ANSON COUNTY EMPLOYEE BENEFIT PACKAGE

HOLIDAYS: New Year's Day, Martin Luther King's Birthday, Easter Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving (2 Days), Christmas (3 Days)

VACATION LEAVE: 6.40 hours per month. Increases after 2 years (8hrs), 5yrs (10hrs), 10yrs (12hrs), 15yrs+ (14hrs). Any hours in excess of 240 as of January 1 will be converted to sick leave.

SICK LEAVE: (1) day per calendar month, except EMS employees, who shall accrue sick leave at the rate of 12 hours per month.

PETTY LEAVE: 14 hours annually. Petty leave can be used for personal matters which cannot be transacted outside of office hours.

BIRTHDAY LEAVE: 1 paid day on the employee's birthday or either an agreed upon date 10 days prior or after the employee's birthday.

LOCAL GOVERNMENT RETIREMENT SYSTEM: Retirement benefits will begin after a 6-month probationary period. NC Local Government Employees Retirement System participation is mandatory, 6% of your salary is deducted pre-tax. If you leave before retirement, you may withdraw the amount you contributed (plus 4% interest with at least 5 years of service). Employees are vested after a minimum of 5 years with benefits based on age and service requirements. The County contribution for FY19 is 7.85% for general employees and 8.50% for sworn law enforcement officers.

RETIREMENT SYSTEM DEATH BENEFIT: At your death, your beneficiary receives an amount based on one year's compensation with a minimum of \$25,000 and a maximum of \$50,000. Benefit is available after 1 year of service.

401K: General County employees will receive a County contribution of 3% for a 401(k) plan with Prudential. Sworn law enforcement officers receive a 5% contribution from the County.

LIFE INSURANCE: \$25,000 Term Life and AD&D policy is provided by the County at no cost to the employee.

LONGEVITY: Annual payment to reward years of service. 3 to 5 years 1%, 5 to 10 years 2%, 10 to 15 years 4%, 15 to 20 6%, and 20 + years 8%. Longevity payment will not exceed \$1,600.

MEDICAL: NC State Health Plan-Blue Cross Blue Shield policy provided by the County. Employee contribution is dependent upon the plan selected.

DENTAL: Dental coverage with Lincoln is a voluntary plan paid by the employee by payroll deduction.

VISION: Vision insurance with Community Eye is a voluntary plan paid by the employee by payroll deduction.

Other voluntary insurance provided by Colonial: Life, cancer, short term disability, long term disability, critical illness, and accident.