

# Benefits Effective April 1, 2025



Effective April 1, 2025 – March 31, 2026		FT Regular (2080 hr/yr)	PT Regular (more than 1000 hr/yr)	PT Regular (less than 1000 hr/yr)	FT & PT PRN
Holidays	13 paid holidays + Floating Day	YES	Prorated	NO	NO
Sick Leave	96 hours (12 days) accrued, with 2 days front loaded. -Transfer accepted from other NC State or Local Governmental employers.	YES	Prorated	NO	NO
Annual Leave	80 hours (10 days) for first 2 years, with 2 days front loaded. - Prior years of government service count toward accrual rate.	YES	Prorated	NO	NO
Retirement NC Local Governmental Employees' Retirement System ( <b>NCLGERS</b> )	Retirement pension plan with defined benefit upon retirement. Employees contribute 6% of salary and CHA contributes 13.62% of salary.	YES	YES	NO	NO
NC 401(k) with Match <b>Empower Retirement</b>	Optional employee contribution Up to 2% Employer Match	YES	YES	NO	NO
Health Insurance <b>BlueCross BlueShield NC</b>	<u>Employee Coverage</u> Employer paid premium for employee coverage <u>Dependent Coverage</u> Employee paid; Two plan options	YES	>30 hours per week	NO	NO
Health Reimbursement Arrangement (HRA) CHA funded	Covers majority of deductible and coinsurance for employee and dependents enrolled in CHA health plan. <b>No employee contribution.</b>	YES	>30 hours per week	NO	NO
Dental Insurance <b>TruAssure</b>	Employee paid premiums Two plan options	YES	YES	NO	NO
Vision Plan <b>Community Eye Care</b>	Employee paid premiums Two plan options	YES	YES	NO	NO
Life Insurance <b>Symetra</b>	<u>Employee</u> \$20,000 term life employer paid Additional term life for employee and dependents (paid by employee)	YES	YES	NO	NO

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Continued

		FT Regular (2080 hrs/yr)	PT Regular (more than 1000 hrs/yr)	PT Regular (less than 1000 hrs/yr)	FT & PT PRN
Short-Term & Long-Term Disability <i>The Hartford</i>	Employee paid premiums	YES	YES	NO	NO
Flexible Spending Reimbursement Accounts (FSA) <i>Flores and Associates</i>	Medical Reimbursement Employee paid pre-tax	YES	>30 hours per week	NO	NO
	Dependent Care Reimbursement Employee paid pre-tax	YES	>30 hours per week	NO	NO
Employee Assistance Program (EAP) <i>McLaughlin Young Group</i>	FREE counseling sessions for wellness, family challenges, personal issues, work related concerns, and more	YES	YES	YES	YES
Section 125 Cafeteria Plan	Pre-tax premiums from employees' salaries as allowed by the IRS Code	YES	YES	NO	NO
Tuition Reimbursement	Up to \$3,000 per year for job-related, approved programs*	YES	YES	NO	NO
Salary Increases	Cost of living and merit Increases annually, budget permitting	YES	YES	YES	NO
Paid Parental Leave	3 weeks of paid leave for new mom or dad*	YES	YES	NO	NO
Volunteer Hours	8 paid hours per year for volunteering for a non-profit or at a local school*	YES	YES	NO	NO
Wellness Stipend	\$100 is awarded 2 times per year to use for purchasing wellness related items or memberships.	YES	YES	NO	NO
State Employees' Credit Union (SECU)	Employees are eligible for membership with SECU	YES	YES	YES	YES
Employee Discounts	Carowinds, entertainment, Scrubs, Rowan - Cabarrus YMCAs, and more!	YES	YES	YES	YES