



Benefits Effective April 1, 2020 Effective April 1, 2020 – March 31, 2021		Current Benefits			
		Class 101	Class 102	Class 103	Class 104
		FT Regular (2080 hrs/yr)	PT Regular (more than 1000 hrs/yr)	PT Regular (less than 1000 hrs/yr)	FT & PT PRN
Holidays	11 paid holidays (12 in 2019)	YES	Prorated	NO	NO
Sick Leave	96 hours (10 days)	YES	Prorated	NO	NO
Annual Leave	80 hours (10 days) for first 5 years *Transfer from other gov employers	YES	Prorated	NO	NO
Retirement - with NC Local Governmental Employees' Retirement System	Retirement pension plan with defined benefit upon retirement. Employees contribute 6% of salary	YES	YES	NO	NO
401(k) Prudential Retirement	Optional employee contribution. 1% employer match – Vested immediately	YES	YES	NO	NO
Health Insurance BlueCross Blue Shield NC	<u>Employee Coverage</u> Employer paid FT or shared PT <u>Dependent Coverage</u> Employee paid Two plan options	YES	>30 hours per week	NO	NO
Health Reimbursement Arrangement CHA funded	Covers portion of deductible and coinsurance for employee and dependents enrolled in CHA health plan. No employee contribution.	YES	>30 hours per week	NO	NO
Dental Insurance Humana	Employee paid premiums Two plan options	YES	YES	NO	NO
Vision Plan Community Eye Care	Employee paid premiums Two plan options	YES	YES	NO	NO
Life Insurance Symetra	<u>Employee</u> \$20,000 term life employer paid Additional term life for employee and dependents paid by employee	YES	YES	NO	NO
Short & Long Term Disability Hartford	Employee paid premiums	YES	YES	NO	NO
Flexible Spending Reimbursement Accounts Flores and Associates	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
EAP McLaughlin Young Group	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 \$1,200 per year for job-related, approved programs*	YES	YES	NO	NO
Salary Increases	Organizational Performance Award and Employee Merit Increase (budget permitting)	YES	YES	YES	NO
Direct Deposit	Paycheck to bank of choice	YES	YES	YES	YES
Volunteer Hours	Four paid hours per year for volunteering at local schools*	YES	YES	NO	NO
State Employees' Credit Union (SECU)	Employees may become members of SECU	YES	YES	YES	YES
Employee Discounts	Carowinds and other parks and shows, Scrubs, Rowan and Cabarrus County YMCAs, SportsCenter, and more!	YES	YES	YES	YES

*See Human Resources for details