



| Benefits Effective April 1, 2023 Effective April 1, 2023 – March 31, 2024 | | 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 | 12 paid holidays | YES | Prorated | NO | NO |
| Sick Leave | 96 hours (10 days) *Transfer from other NC State or Local Governmental employees immediately prior to employment with CHA accepted (up to 160 hours) | YES | Prorated | NO | NO |
| Annual Leave | 80 hours (10 days) for first 5 years | YES | Prorated | NO | NO |
| Retirement NC Local Governmental Employees' Retirement System (NCLGERS) | Retirement pension plan with defined benefit upon retirement. Employees contribute 6% of salary | YES | YES | NO | NO |
| NC 401(k) Empower Retirement | Optional employee contribution 2% employer match | 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 (HRA) 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 Equitable | 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-Term & Long-Term Disability The Hartford | Employee paid premiums | YES | YES | NO | NO |
| Flexible Spending Reimbursement Accounts (FLEX) 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 \$1,000 per semester 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 for a non-profit or at a local school* | YES | YES | NO | NO |
| State Employees' Credit Union (SECU) | Employees are eligible for membership with SECU | YES | YES | YES | YES |
| Employee Discounts | Carowinds and other parks and shows, Scrubs, Rowan & Cabarrus County YMCAs, Sports Center, and more! | YES | YES | YES | YES |

*See Human Resources for details