

CATAWBA COUNTY BENEFITS

This is a brief listing of our current benefits. You will find that Catawba County has one of the best benefits packages around. Our Human Resources staff are dedicated to keeping in touch with trends in benefits on both a local and national level, listening to employees suggestions regarding benefits, and continually reviewing to ensure our benefits packages is of good quality and meets the needs of both our employees and our organization.

Pay Periods: County employees are paid every two weeks (in arrears). Direct deposit is required.

Longevity Pay Supplement: After 5 years of creditable service, employees, receive an annual longevity payment that rewards length of service to Catawba County. The amount is based on years of service.

11 Paid Holidays: Link to current Holiday schedule.

Vacation (Annual) Leave: Full-time employees earn from 10-21 days annually based on years of service. There is a 240 hour maximum annual accumulation; however, all hours in excess of 240 as of December 31 each year are converted to sick leave hours. New employees may purchase up to 80 hours of unused, paid annual leave from a previous employer.

Paid Sick Leave: Full-time employees earn one day (8 hours) of sick leave per month, with the unused accumulation applying toward retirement benefits after meeting basic retirement qualifications. Sick leave from other NC and Local Governments in the retirement system may be transferred to the County.

Health Care: Major Medical benefits are provided, at no cost to employees, for regular employees scheduled to work 40 hours per week. Coverage is available, at current group rates, for eligible dependents. Following is a brief plan summary.

- In network physicians, \$15.00 co-pay for family practitioners' and \$25.00 co-pay for specialist's office visits.
- Drug Plan: A three-tier plan with co-pays for prescriptions.
- Vision Plan: In network provides \$15.00 co-pay for annual comprehensive eye exam. A 30% discount is available on lens and frames and a 15% discount on conventional contacts.

A second medical plan option is available, offering a higher deductible, 100\$ paid preventative services, lower dependent premiums and a \$30.00 pay period payment to the Flex Account or supplemental retirement plan.

Dental Care: At no cost to employees, the County provides for 100% of twice annual preventive care procedures and, after an annual deductible, the plan pays 80% of routine procedures and 50% of non routine procedures. Coverage is available, at current group rates, for spouse, child, or entire family.

Vision Care: Employees and dependents have the option to participate in a separate program offered through EyeMed. (Separate from the vision plan included with our medical plan.)

Supplemental Cancer and Heart/Stroke Insurance: Optional coverage plans are available at a nominal cost.

Short Term Disability: Short-term benefits are available after a 55 day waiting period. 60% of the weekly salary is paid up to 26 weeks. Each claim must be approved by our STD insurance carrier.

Long Term Disability: Employees whose permanent positions are budgeted for 30 hours or more a week are covered by the County's long-term disability (LTD) plan. Each claim must meet the eligibility criteria of the plan.

Flexible Spending Accounts: Pre-tax accounts which can be used to pay for out-of-pocket medical, dental, vision or dependent care expenses, or uninsured medical, dental, or vision expenses.

Tax Deferred Programs: Tax-sheltering programs are available through IRS Code 125 (Cafeteria Plan), 401 (k) and 457 (Deferred Compensation).

Retirement: For employees assigned to work 20 hours per week or more, participation in the NC Local Governmental Employee's Retirement System is required. The employee's contribution is 6% of salary, which is tax deferred, and the County contributes an actuarially determined amount. After (5) years of credible service, you become fully vested in the retirement system.

Life Insurance: Death Benefit of one times annual salary is provided by the Retirement System and the County, minimum \$25,000. Optional life insurance coverage is also available for both employee and dependents.

Employee Assistance Program: Counseling Services available to all County employees and eligible dependents to assist in the treatment of problems. Services are provided in a private and confidential setting. The County provides coverage for the first six visits.

Employee Health Clinic (EHC): A walk-in medical clinic for all County employees is available. Among the services provided include primary care for employee and children, first aid, workers' compensation injuries, pre-employment screenings and preventative healthcare screenings and education. (Link to employee Health Clinic page)

Wellness: The County recognizes the importance of our health and well-being. We maintain a very proactive and effective Wellness Program. We invite and encourage you to become involved. (Link to wellness page – ours; not one on the Intranet).

Fitness Center: Catawba County employees are offered a discounted price to join Catawba Memorial Hospital's Health and Fitness Center.

YMCA: A corporate membership exists between the County and the Catawba County YMCA's which allows for the joining fee to be waived, and the monthly fee is made through payroll deduction.

Credit Union: The North Carolina Local Government Employees' Federal Credit Union offers a variety of savings and other financial plans including direct deposit of payroll checks. You must personally contact the Credit Union to arrange these services. Services are administered through the State Employees Credit Union.