



<b>Benefits Effective April 1, 2019</b> Effective April 1, 2019 – March 31, 2020		<b>Current Benefits</b>			
		<b>Class 101</b>	<b>Class 102</b>	<b>Class 103</b>	<b>Class 104</b>
		FT Regular  (2080 hrs/yr)	PT Regular  (more than 1000 hrs/yr)	PT Regular  (less than 1000 hrs/yr)	FT & PT  PRN
<b>Holidays</b>	11 paid holidays (12 in 2019)	YES	Prorated	NO	NO
<b>Sick Leave</b>	96 hours (10 days)	YES	Prorated	NO	NO
<b>Annual Leave</b>	Increases with years of service – 80 hours (10 days) for first 5 years	YES	Prorated	NO	NO
<b>Retirement - with NC Local Governmental Employees' Retirement System</b>	Retirement pension plan with defined benefit upon retirement. Employees contribute 6% of salary	YES	YES	NO	NO
<b>401(k) Prudential Retirement</b>	Optional employee contribution. 1% employer match – Vested immediately	YES	YES	NO	NO
<b>Health Insurance BlueCross Blue Shield NC</b>	<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
<b>Health Reimbursement Arrangement CHA funded</b>	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
<b>Dental Insurance TruAssure</b>	Employee paid premiums Two plan options	YES	YES	NO	NO
<b>Vision Plan Community Eye Care</b>	Employee paid premiums Two plan options	YES	YES	NO	NO
<b>Life Insurance 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
<b>Short &amp; Long Term Disability Hartford</b>	Employee paid premiums	YES	YES	NO	NO
<b>Flexible Spending Reimbursement Accounts Flores and Associates</b>	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
<b>EAP McLaughlin Young Group</b>	FREE counseling sessions for wellness, family challenges, personal issues, work related concerns, and more	YES	YES	YES	YES
<b>Section 125 Cafeteria Plan</b>	Pre-tax premiums from employees' salaries as allowed by the IRS Code	YES	YES	NO	NO
<b>Tuition Reimbursement</b>	Up to \$1,200 per year for job-related, approved programs (budget permitting)	YES	YES	NO	NO
<b>Salary Increases</b>	Organizational Performance Award and Employee Merit Increase (budget permitting)	YES	YES	YES	NO
<b>Direct Deposit</b>	Paycheck to bank of choice	YES	YES	YES	YES
<b>Volunteer Hours</b>	Four paid hours per year for volunteering at local schools	YES	YES	NO	NO
<b>State Employees' Credit Union (SECU)</b>	Employees may become members of SECU	YES	YES	YES	YES
<b>Employee Discounts</b>	Carowinds and other parks and shows, Scrubs, Rowan and Cabarrus County YMCAs, SportsCenter, and more!	YES	YES	YES	YES