

Summary of Benefits

Alexander County



Alexander County is a rewarding and supportive place to work! We offer a full compensation package including quality benefits with options that flex to meet the needs of our employees and their families.

HEALTH CARE

Medical insurance is 100% paid provided wellness incentive requirements are met. Dental and vision insurances are 100% paid. Spouse and family coverage are available at employee expense per pay period.

Medical Insurance:	Child - \$69.23	Spouse - \$230.77	
	Children - \$207.69	Family - \$392.31	
Dental Insurance:	Child(ren) - \$16.95	Spouse - \$18.89	Family - \$52.32
Vision Insurance:	Child(ren) - \$3.86	Spouse - \$3.48	Family - \$7.50

WELLNESS

Health Clinic – Available to County employees and dependents covered under the medical insurance plan. Covered visits include ear infections, colds, first aid, physicals, and other acute care needs.

Alternative Medicine – Acupuncture, hypnotherapy, massage therapy, yoga, and others. Specific requirements must be met for partial reimbursement - refer to the employee guide for more information.

Employee Assistance Program – Counseling services for employees and dependents in the home. Services provided in a private and confidential setting. The County provides coverage for the first five visits per year.

YMCA – Free joining and monthly membership fees. Employees may upgrade their membership to a family rate at \$6.92 per pay period.

PureGrit Fitness – Reduced fees with access to a weight room, unlimited classes, or a day pass.

WORK/LIFE BALANCE

Holidays – Twelve days of paid leave provided throughout the year to eligible employees.

Sick Leave – Employees with a 40-hour workweek earn eight (8) hours per month. Employees working a 24-hour shift schedule earn 11 hours per month.

Bereavement Leave – Three (3) days of paid leave per calendar year in the event of the death of an immediate family member.

Annual Leave – Amount earned per month is based upon longevity and hours worked.

Years of Service	Hours Earned per Month		
	8-hr Employee	12-hr Employee	24-hr Employee
Less than 2	8	10	12
2 to 5	9.5	11.5	13.5
5 to 10	11.5	13.5	15.5
10 to 15	13.5	15.5	17.5
15 to 20	15.5	17.5	19.5
20 to 25	17.5	19.5	21.5
25 to 30	19.5	21.5	23.5
30+	21.5	23.5	25.5

Birth Month Leave – One extra day of annual leave added during the employee’s birth month.

Community Involvement Leave – Eight hours per calendar year, expiring on December 31.

Paid Parental Leave – Six weeks of paid parental leave, with conditions, for the birth, foster placement, or adoption of a child.

Discount Tickets – Discount tickets to various venues including AMC Theaters, Carowinds, Tweetsie Railroad, Biltmore Estate, Hickory Crawdads, and others.

STEPS TOWARDS FINANCIAL STABILITY

Tuition Reimbursement – Tuition and fees are reimbursable, not to exceed \$1,000 each fiscal year, in the pursuit of an Associates, Bachelors, Masters, or Doctoral degree.

NC Local Government Retirement System – The Local Governmental Employees’ Retirement System (LGERS) is a defined benefit plan. Eligible employees are automatically enrolled in the system and contribute a mandatory 6% on a pre-tax basis. An employee is considered vested after five years of service.

Life Insurance – \$12,500 for each employee at no cost. Additional coverage is available at employee expense.

Longevity – With five (5) years of continuous full-time County service, employees receive 1.5% of their salary during their anniversary month. Moving forward, the amount increases by one-tenth per year.

401k and 457 Deferred Compensation – Plans available as an employee option.

Colonial Life & Accident Insurance Company – Optional supplemental benefits including tax deferred programs. Contact Hope Reynolds at 828-428-2982.

Local Government Federal Credit Union – Memberships available to County employees.

For additional details on benefits, go to www.alexandercountync.gov (Employee Information Section) or contact your Human Resources Department at (828) 632-1132.