

Summary of Benefits

Alexander County



Alexander County Local Government has a comprehensive compensation program. In addition to salary, employees receive an excellent benefits package including:

Medical Insurance – Employee medical insurance is 100% paid provided certain wellness incentive requirements are met. Spouse and family coverage is available at employee expense.

Employee/Child \$84.77 per pay period
 Employee/Children \$235.65 per pay period
 Employee/Spouse \$274.34 per pay period
 Employee/Family \$550.56 per pay period

Dental Insurance – Employee dental insurance is 100% paid. Spouse and family coverage is available at employee expense.

Employee/Child \$12.67 per pay period
 Employee/Spouse \$14.27 per pay period
 Employee/Family \$39.12 per pay period

Vision Insurance – Employee vision insurance is 100% paid. Spouse and family coverage is available at employee expense.

Employee/Children \$2.76 per pay period
 Employee/Spouse \$2.48 per pay period
 Employee/Family \$5.35 per pay period

Basic Life Insurance - \$12,500 for each employee at no cost to the employee. Additional coverage is available at employee expense.

Administered by UNUM	COST	
Age Range	per	Employee:
< age 20 (non-student)	\$0.051	5x Salary in increments of 10,000
20-24	\$0.051	-Guaranteed Issue \$200,000
25-29	\$0.056	Spouse:
30-34	\$0.070	Equal to or less than employee
35-39	\$0.097	in increments of 5,000 -
40-44	\$0.107	Guaranteed Issue \$30,000
45-49	\$0.120	Child:
50-54	\$0.125	Eligible for only \$5,000 or \$10,000
55-59	\$0.148	<i>Birth - 6 mo. = \$1,000 coverage</i>
60-64	\$0.240	Family:
65-69	\$0.471	\$5,000 for spouse and each child
70-74	\$0.937	
75-79	\$2.784	
80<	\$2.784	
Child / Student (up to age 26)	\$0.130	

\$5,000 coverage for \$.65 OR \$10,000 coverage for \$1.30
Family coverage for \$.58

Holidays – Twelve paid holidays:

New Year’s Day	Memorial Day	Veteran’s Day
Martin Luther King, Jr. Birthday	Independence Day	Thanksgiving (two days)
Good Friday	Labor Day	Christmas (three days)

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

Annual Leave – Employees earn prorated hours per month based upon service and hours worked.

<u>Years of Service</u>	<u>40 Hour Employee</u>	<u>24 Hour EMS Employee</u>
Less than 2	7.83 hrs.	11.50 hrs.
2 to 5	9.17 hrs.	13.50 hrs.
5 to 10	11.17 hrs.	15.50 hrs.
10 to 15	13.17 hrs.	17.50 hrs.
15 to 20	15.17 hrs.	19.50 hrs.
20 to 25	17.17 hrs.	21.50 hrs.
25 to 30	19.17 hrs.	23.50 hrs.
30+	21.17 hrs.	25.50 hrs.

*** Annual leave in excess of 240 hours rolls over into Sick Leave each December 31. ***

Child Involvement Leave – Employees earn eight hours per calendar year, expiring on December 31.

NC Local Government Retirement System – 6% of salary. The County also contributes a variable percentage mandated by the State. Vested Retirees (5+yrs) receive employee and County contributions.

Longevity - After five (5) years of continuous full-time County service, employees receive a lump sum payment of 1.5% of their annual salary on the first payroll date during their anniversary month. Moving forward, the amount increases (.10 % per year) based upon years of service. (4% Maximum)

Employee Assistance Program – Counseling service is available to all employees and eligible dependents to assist in the treatment of any problems affecting work performance. Services are provided in a private and confidential setting. The County provides coverage for the first five visits per year.

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

Colonial Life Benefits – Hope Reynolds at (828-428-2982) Hope.Reynolds@ColonialLifeSales.com will be in contact within first 30 days of employment to sign up for voluntary additional benefits.

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

YMCA Benefits – No joining fee. FT & PTWB Employee Only is no charge. Family Rate is \$6.92/pp

Discount Tickets – Discount tickets to various attractions are available to employees. Tickets include:

*AMC Theaters

*Biltmore Estate

*Carowinds / TicketsatWork

*Catawba Science Center

*Hickory Crawdads

*Tweetsie Railroad

*Wet 'n Wild Water Park /

(Emerald Pointe)

*Zootastic Park - Troutman

For additional details on benefits, please review the Alexander County policies at www.alexandercountync.gov
(Employee Information Section) or contact your Human Resources Department at (828) 632-1132.