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/Children $29.32 per pay period
- Employee/Spouse $14.27 per pay period
- Employee/Family $39.15 per pay period

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

- Employee/Children $2.80 per pay period
- Employee/Spouse $2.52 per pay period
- Employee/Family $5.44 per pay period

**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.

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

- $10,000 = $1.15 per pay period
- $20,000 = $2.30 per pay period
- $30,000 = $3.45 per pay period
- $40,000 = $4.60 per pay period
- $50,000 = $5.75 per pay period
- $5,000 /Dependent = .58¢ per pay period

**Holidays** – Twelve paid holidays:

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

**Sick Leave** - Employees with a 40-hour workweek earn eight hours per month; and EMS employees working a 24-hour shift schedule earn 11 hours per month.
Child Involvement Leave – Employees earn eight hours per calendar year, expiring on December 31.

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

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

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

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 based upon years of service.

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.

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

SECU/Local Government Federal Credit Union – Memberships are available to employees by opening a Savings Account.

Colonial Life Benefits – Life Insurance, Disability, Cancer Policies, Intensive care policies, etc. Hope Reynolds at Hope.Reynolds@ColonialLifeSales.com (828-428-2982) will be in contact within first 30 days of employment to sign up for benefits.

YMCA Benefits – No joining fee.

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<tbody>
<tr>
<td>Full-time and Part-time with benefits - Employee Only</td>
<td>No Charge</td>
</tr>
<tr>
<td>Full-time and Part-time with benefits - Family Rate</td>
<td>$6.92/pay period</td>
</tr>
</tbody>
</table>

Discount Tickets – Discount tickets to various attractions are available to full-time and part-time employees. See Lesia Breininger in Human Resources. Tickets include:

- AMC Cinemas
- Biltmore Estate
- Carowinds / TicketsatWork
- Emerald Pointe Wet ‘n Wild Water Park
- Hickory Crawdads
- Tweetsie Railroad

* 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.