

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

Child - \$69.24	Children - \$218.52
Spouse - \$256.80	Family - \$530.10

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

Child(ren) - \$14.80	Spouse - \$16.49	Family - \$45.68
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Vision Insurance – Employee vision insurance is 100% paid. Spouse and family coverage is available at employee expense per pay period:

Child(ren) - \$2.76	Spouse - \$2.48	Family - \$5.35
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WELLNESS

Health Clinic – Available to all 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 – The medical plan now offers alternative therapies such as 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 are available to all employees and dependents in the home. Services are provided in a private and confidential setting. The County provides coverage for the first five visits per year.

YMCA – No joining or monthly membership fees for eligible employees. Employees may opt to upgrade their membership to a family rate of \$6.92 per pay period.

PureGrit Fitness – Discounted member fees for eligible employees with access to a weight room, unlimited classes, or a day pass.

WORK/LIFE BALANCE

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

Sick Leave - Employees with a 40-hour workweek earn eight hours per month; EMS employees earn 11 hours per month.

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

Years of Service	Regular Employee	12-hr Employee	24-hr (EMS) 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—Employees will receive the equivalent hours of one regular workday added to their annual leave on the second day of their birth month.

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

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

FINANCIAL STABILITY

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

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

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

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

Supplemental Benefits – The County partners with Colonial Life & Accident Insurance Company, as an employee option, for additional tax deferred programs. Contact Hope Reynolds at 828-428-2982.

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

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