



<b>Benefits Effective August 1, 2018</b> Effective August 1, 2018 – March 31, 2019		Current Benefits			
		Class 101	Class 102	Class 103	Class 104
		FT Regular  (2080 hrs/yr)	PT Regular  (more than 1000 hrs/yr)	PT Regular  (less than 1000 hrs/yr)	FT & PT  Temporary
Holidays	11 paid holidays (12 in 2018)	YES	Prorated	NO	NO
Sick Leave	96 hours (10 days)	YES	Prorated	NO	NO
Annual Leave	Increases with years of service – 80 hours (10 days) for first 5 years	YES	Prorated	NO	NO
Retirement - with NC Local Governmental Employees' Retirement System	Employees contribute 6% of salary	YES	YES	NO	NO
401(k) Prudential Retirement	Optional employee contribution. 1% employer match – Vested immediately	YES	YES	NO	NO
Health Insurance BlueCross Blue Shield	<u>Employee Coverage</u> Employer paid FT or shared PT <u>Dependent Coverage</u> Employee paid	YES	>30 hours per week	NO	NO
Dental Insurance TruAssure	Employee paid premiums	YES	YES	NO	NO
Vision Plan Community Eye Care	Employee paid premiums	YES	YES	NO	NO
Life Insurance Symetra	<u>Employee</u> \$20,000 term life employer paid Additional term life for employee and dependents paid by employee	YES	YES	NO	NO
Short & Long Term Disability Hartford	Employee paid premiums	YES	YES	NO	NO
Section 125 Cafeteria Plan Pre-tax payments from employees' salaries for certain expenses as allowed by the IRS Code:	Medical Reimbursement Max: \$2,650	YES	>30 hours per week	NO	NO
	Dependent Care Reimbursement	YES	>30 hours per week	NO	NO
EAP McLaughlin Young Group	Free counseling sessions to deal with family challenges, personal issues, and work related concerns	YES	YES	YES	YES
Tuition Reimbursement	If job-related, funding available, and approved	YES	YES	NO	NO
Salary Increases	Organizational Performance Award and Employee Merit Increase	YES	YES	YES	NO
Direct Deposit	Paycheck to bank of choice	YES	YES	YES	YES
State Employees' Credit Union	Employees may become members of the State Employees' Credit Union	YES	YES	YES	YES
Optional deductions from bi-weekly pay:	401(k) Loan Payments	YES	YES	NO	NO
	State Employees Credit Union - loans or savings	YES	YES	NO*	NO*
	YMCA (Cabarrus County & Rowan County) and SportsCenter	YES	YES	NO*	NO*

(\* ) Eligible to join but not payroll deducted