

# Rutherford County Benefits Summary | 2017

BENEFIT	BRIEF SUMMARY OF BENEFIT		EFFECTIVE
Holidays	The following days and such other days the Board of Commissioners may designate are holidays with pay for employees and officers of the county working the basic workweek	New Year's Day, Martin Luther King's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day Thanksgiving Day- Day after Thanksgiving, Christmas-two or three workdays depending on the day Christmas falls on. Emergency Services Departments and Solid Waste do not follow this schedule.	Immediately
		Earned per pay period	
Vacation Leave ( <b>upon approval of department head</b> )	Employees working the basic workweek of 37.5 hours- Less than 2 years	5.76 hours	Immediately-must adhere to probation policy
	2 but less than 5 years	6.92	
	5 but less than 10 years	8.66	
	10 but less than 15 years	10.38	
	15 or more years	12.12	
Sick Leave ( <b>must follow sick leave policy in handbook</b> )	Employees working the basic workweek of 37.5 hours-earn 12 days sick leave per year	6.92	Probation policy
Retirement NC Retirement System 3200 Atlantic Ave Raleigh NC 27603 1-877-627-3287	Participation in the Local Government Employees Retirement System (LGERS) is mandatory. Employees must contribute 6% of salary to their retirement account. County contributes 13.61% (subject to change by LGERS) for regular employees (non-law), 14.27% is contributed for Law Enforcement		Effective 1 <sup>st</sup> of month following 30 days of employment
Health Insurance State Health Plan BC/BS of NC PO Box 30087 Durham NC 27702	County Government participates with the State Health Plan. Insurance benefits/rates are subject to change according to the State.		Effective first of the month following thirty days of employment.
	County currently pays for 70/30 health plan for all full time employees. Employees		

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	can buy up to an 80/20 plan and have the option to cover dependents. <b>Rates can be viewed at SHPNC.org</b>		
Dental (Eff July 1, 2015) Delta Dental PO Box 9085 Farmington Hills MI 48333 1-800-662-8856	Rutherford County currently provides an employee-only dental policy for each full time employee. Dependents can be covered at a cost to employee.		Effective first of the month following thirty days of employment.
www.DeltaDentalNC.com	Employee only	30.77 paid by county	
	Spouse	60.13	
	Child(ren)	60.13	
	Family	94.8	
Vision Community Eye Care2359 Perimeter Pointe Parkway Suite 150 Charlotte NC 28208	Rutherford county offers a supplemental vision plan through Community Eye Care. Rates to be paid by employee	Eyewear Only	Effective first of the month following thirty days of employment.
1-888-254-4290	Employee \$11.92	9.31	
	Employee+1 \$22.64	17.76	
	Family \$34.56	27.08	
401K (Prudential) 30 Scranton Office Park Scranton PA 18507 1-866-627-5267	Rutherford County contributes 3.25% to all full time regular employees, 5% to law enforcement. Employees may contribute additional.		Effective first of the month following thirty days of employment.
457 (Prudential)	Optional employee contribution		
Life Insurance	County pays for a \$10,000 policy per employee		
Employee Assistance Program	Professional assistance to help employees resolve problems which are affecting the employee and/or the employee's family		Immediately
State Employees Credit Union	Employees are eligible to participate in the State Employees Credit Union		Immediately
Flexible Spending Accounts	Pre-taxed account used to pay for qualifying health expenses		Offered each October during Open Season
Voluntary Insurance	Life, short term/long term		Offered during open

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Products	disability, critical illness, cancer, accident		season
Nationwide 457	1-877-677-3678 Optionalb		
COBRA	Continues health benefits for separating employees and families for 18 months or up to 36 months for certain circumstances		Upon termination of health benefits
Direct Deposit	<b>Mandatory</b> automatic deposit of an employee's paycheck to his/her personal checking or savings account. All employees are required to participate in Direct Deposit.		
Pay Days	The county issues pay 13 times per year, every 4 weeks.		
Longevity ( <b>subject to change upon Board action</b> )	The County appreciates the loyalty of its employees and rewards employees for their longevity-		
	1 year to 5 years	\$50.00	
	5 year to 10 year	.50%	
	10 year to 15 year	.75%	
	15 year to 20 year	1.125%	
	20 year to 25 year	1.25%	
	25 year plus	2.25%	

Employees who work an average week of 37.5 hours are considered full time employees.

Employees who continually work more than 19 hours per week, but less than 30 hours per week, will be enrolled in the Retirement System and are mandated to contribute 6%.

