

**EMPLOYEE FRINGE BENEFITS**

- 1. **EMPLOYER:** Alamance-Caswell Rockingham Local Management Entity Board
- 2. **NORTH CAROLINA LOCAL GOVERNMENT EMPLOYEES' RETIREMENT SYSTEM:** Participation mandatory. Contribution is Tax Sheltered.

Employer contribution: 4.88% of total employee's salary  
 Employee contribution: 6.00% of total employee's salary

- 3. **INSURANCE:** All full-time employees, working 65% or more time, not on temporary appointment, are eligible for insurance coverage after completion of one full calendar month's service. Coverage is provided through WellPath

**Health Insurance:** No cost to the employee. Employee may enroll eligible dependents for hospitalization coverage through payroll deduction at the following cost:

\*\*\*\*\* **RATE CHANGES EFFECTIVE 07-01-2005:**

<b>Family coverage:</b>	<b>\$541.00 per month</b>
<b>Spouse coverage:</b>	<b>\$312.00 per month</b>
<b>Child(ren) coverage;</b>	<b>\$250.00 per month</b>

**Life Insurance:** An amount equal to employee's basic annual salary to the next \$1,000 at no cost to the employee up to \$70,000.

If eligible dependents are covered for health benefits, they have the following amount of life insurance:

- ❖ Your wife or husband \$2,500
- ❖ Each of your children based on age at death:
  - 14 days but less than 6 months: \$ 250
  - 6 months but less than 25 years: \$2,500

**Long-term disability, short-term disability, cancer and additional life insurance** is offered at cost to the employee through American Fidelity Assurance.

**Retiring employees hired prior to July 1, 2005** are eligible for continued coverage under the LME policy for health insurance (providing they have at least five years of service with the LME, and are eligible to retire either early or service retirement with the North Carolina Local Government Employees Retirement System).

**Retiring employees hired after July 1, 2005** shall be eligible for continued coverage under the LME policy for health insurance under the following guidelines and rates:

- ❖ Eligible retirees with 10 years of service, LME pays 50% of total premium cost.
- ❖ Eligible retirees with 15 years of service, LME pays 75% of total premium cost.
- ❖ Eligible retirees with 20 years of service, LME pays 100% of total premium cost.

**Accidental Death and Dismemberment Insurance:** Benefit for loss of life is in addition to your life insurance and is equal to the amount of your life insurance. Refer to insurance booklet for schedule of benefits for other losses.

**Dental Insurance:** No cost to the employee. Employee may enroll eligible dependents for dental insurance through payroll deduction at the following cost:

\*\*\*\*\* **RATE CHANGES EFFECTIVE 07-01-2005:**

<b>Family coverage</b>	<b>\$42.00 per month</b>
<b>Spouse coverage</b>	<b>\$24.00 per month</b>
<b>Child(ren) coverage</b>	<b>\$20.00 per month</b>

**NOTE:** Stepchildren are not eligible for coverage unless they live in the employee's home, or in the case of joint custody, spend 50% or more time in the employee's home.

If dependent children are covered under 2 policies, the Birthday Rule determines which policy is primary. Primary coverage is the parent whose birthday comes first in the calendar year.

4. **SOCIAL SECURITY:** Employer Contribution: 7.65% per year up to \$80,400 (effective 01-01-01)

Employee Contribution: An equal amount

5. **LONGEVITY PAY:** During the first week in December, annual longevity payments shall be made in accordance with the longevity pay plan to all permanent, full-time employees who shall have completed at least five (5) years of continuous service with Alamance-Caswell-Rockingham LME as of November 1 and who shall be in the employ of the ACR LME as of November 1 of the year in which the longevity payment is made. Payments shall be based on the base annual salary of the employee as of November 1 of the fiscal year in which the longevity payment is made and the rate of payment shall be as follows:

- 2 ½% of base annual salary after 5 years of continuous service**
- 4% of base annual salary after 10 years of continuous service**
- 5% of base annual salary after 15 years of continuous service**
- 6% of base annual salary after 20 years of continuous service**

**LONGEVITY BENEFITS FOR RETIREES:** An employee who meets the requirements for retirement (service or disability), through the Retirement System, and who is eligible for longevity benefits, shall receive prorated longevity pay. Prorated longevity pay shall be based on the number of months worked during the longevity pay period which is from November 1 of the previous fiscal year to October 31 of the present fiscal year.

6. **LEAVE BENEFITS:** Annual and Sick Leave are granted on a monthly basis to full-time employees eligible for Area Program benefits as follows:

**SICK LEAVE:** 8 hours per month (can be taken in 15 minute blocks of time)

**ANNUAL LEAVE:**

WHEN YOU HAVE WORKED (Years)	<u>YOU ARE GRANTED</u> HOURS		EACH YR. (8 Hr. Days)
	MONTHLY	YEARLY	
Less than 2	8 hrs.	96	12
2 but less than 5	9 hrs.	108	13 ½
5 but less than 10	11 hrs.	132	16 ½
10 but less than 15	13 hrs.	156	19 ½
15 but less than 20	15 hrs.	180	22 ½
20 or more	17 hrs.	204	25 ½

- ❖ Annual leave can be taken in 15 minute blocks of time.
- ❖ Employees who work 65% or more time who are eligible for Area Program benefits will receive prorated leave based on percentage of time worked.

7. **SERVICE AWARDS:** Area Program employees eligible for benefits, who have completed five (5) years of continuous service with Alamance or Caswell County, are eligible for service awards, which are given in 5 year increments.

8. **CREDIT UNION:** Employees eligible for Area Program benefits are eligible for Truiliant Federal Credit Union through payroll deduction.

9. **DEFERRED COMPENSATION:** 457 AND 401(K) Plans available. The LME contributes 3% of employee's monthly salary to the 401(k) Plan.

10. **FLEXIBLE SPENDING ACCOUNTS AND PREMIUM CONVERSION BENEFIT PLANS** available

