

Employee Benefits Summary

Health Insurance

Union County offers two health plan options - Traditional and Direct Primary Care.

The premiums listed below apply to both options.

Coverage Type	Cost per Month
Employee Only	\$20.00
Employee Plus Spouse	\$278.00
Employee Plus Child(ren)	\$184.00
Employee Plus Family	\$364.00

Dental Insurance

Full-time employees are covered under the dental plan at no cost!

Coverage Type	Cost per Month
Employee Only	\$0.00
Employee Plus Spouse	\$20.00
Employee Plus Child(ren)	\$20.00
Employee Plus Family	\$40.00

Tuition Reimbursement

Full-time and benefited part-time employees may be eligible for reimbursement of tuition and other related fees after one year of employment.

Community Eye Care

In addition to the vision wellness portion of our health insurance, optional vision insurance is offered to our full-time and benefited part-time employees at a minimal cost.

	150 Plan (cost per pay period)	200 Plan (Cost per pay period)
Employee Only	\$3.65	\$5.31
Employee + One	\$7.07	\$10.25
Employee + Family	\$10.72	\$15.48

Section 125 Flexible Spending Accounts

Full-time and benefited part-time employees are eligible to participate in the Section 125 Flexible Spending Accounts.

Flexible spending accounts are a provision of the Section 125 tax law that allows employees to deposit a portion of gross income tax-free into a dependent care spending account and/or medical spending account.

Voluntary Insurance Options

Full-time and benefited part-time employees are eligible to purchase additional supplemental term life insurance. Spouse and dependent coverage is available.

The following plans are available:

- Supplemental life insurance
- Accidental Death & Dismemberment Insurance
- Cancer Insurance
- Hospital Confinement Indemnity Insurance
- Short-Term Disability Insurance
- Critical Illness Insurance
- Accident Insurance
- Pet Insurance

Basic Term Life Insurance

Union County offers a basic term life insurance policy equal to one times the employee's base salary to full-time and benefited part-time employees.

NC Local Government Retirement System

Full-time and part-time employees scheduled for 1000 or more hours per year are automatically enrolled in the North Carolina Local Government Retirement System on their first day of employment. The mandatory tax-deferred contribution of 6% is deducted from the employee's check per pay period. There is a five year vesting period for this plan.

NC 401(k) Supplemental Retirement Plan

Full-time and benefited part-time employees are eligible to participate in the NC401(k) Supplemental Retirement Plan. Union County contributes an amount equal to 5% of the employee's gross salary into an account established by the employee. Employees are not required to contribute to the plan; however, employees may contribute up to 80% of their wages not to exceed yearly allowable amounts set by the IRS.



NC 457 Supplemental Retirement Plan

Full-time and benefited part-time employees are eligible for participation.

N.C. College Savings Plan

This is a multi-option "529" college savings plan that offers employees a wide range of investment options as they save for college expenses. Earnings are free from federal and state income taxes as long as the funds are used to pay for qualified educational expenses.

North Carolina Local Government Employees Credit Union

Employees of Union County are eligible to join the North Carolina Local Government Employees Credit Union. The Credit Union offers higher interest rates on savings accounts, traveler's checks, lower interest rates on loans, money orders, free notary service and more.

BB&T@Work Program

The BB&T@Work Program offers UNION COUNTY employees FREE and DISCOUNTED banking services including free checking with direct deposit, bonus interest rates on savings accounts, CDs, IRAs, BB&T Check Card with Visa Extras rewards, BB&T Online Banking and much more.

Employee Assistance Program (EAP)

The Carolina's Health Care System Employees Assistance Program is a benefit provided confidentially and at no cost to all Union County employees and their immediate family members. The Employee Assistance Program provides confidential counseling to assist in managing and resolving personal issues that affect our lives. This program is designed to help with a variety of issues such as difficulty with children, financial problems, alcohol and drug problems, legal issues, job stress and more.

Sick Leave

Employees working a standard schedule of 2080 hours per year earn eight hours of sick leave each month.

Vacation

Vacation accrual rates are based on the length of aggregate covered service paid into the Local Government Employees Retirement System or Local Law Enforcement Officers Retirement System.

Length of Service	Days per Year
Less than 2 years	12
2 but less than 5 years	14
5 but less than 10 years	17
10 but less than 15 years	20
15 but less than 20 years	23
20 years or more	26

Holidays

Union County observes the following holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Monroe Aquatic and Fitness Center

Union County is a corporate member of the Monroe Aquatic and Fitness Center. Full-time and benefited part-time employees are given a 50% membership discount. If monthly membership is payroll deducted, employees are given an additional 10% discount off the monthly fee.