

# Why Local Government?

## SERVING OTHERS

It's not about meeting a quota or making a profit, it's about serving your friends, neighbors and residents of the county.

## RETIREMENT READY

Partners with 3 strong retirement plans to help plan for retirement: NC Local Government Retirement System, NC 401(k) and NC 457.

## GREAT BENEFITS

Provides affordable health/dental insurance, free generic prescriptions, employer-provided basic life insurance, eye care benefits along with a host of supplemental insurance products.

## STEADINESS

Unlike the private sector, public sector employees are less subject to the ups and downs of the marketplace and provide essential services to the community.

## JOB DIVERSITY

There are a vast array of job opportunities in government that include: engineering, customer service, health care, law enforcement, accounting, IT, communications, library science, parks & recreation and much more!

# About Union County Government

- We serve approximately 250,000 residents living in Union County.
- Union County is one of the largest employers in the area with over 1,500 full and part-time employees.
- County government provides an array of services from over 30 different departments.

grow  
your future  
with Union County



[unioncountync.gov](http://unioncountync.gov)



## Helping You Save For Your Future

### NC LOCAL GOVERNMENT EMPLOYEES' RETIREMENT SYSTEM

Local government employees automatically become members of the Local Government Employees' Retirement System by investing a mandatory tax-deferred contribution of 6% each pay period into this plan. There is a five-year vesting period for this plan. After vesting and upon retirement, our employees enjoy a monthly retirement payment based on age and years of contributing service.

### NC 401(K) SUPPLEMENTAL RETIREMENT PLAN

County employees are also members of the NC 401(k) Plan. The County contributes 5% of the employee's gross salary into the employee's 401(k) account each pay period. Employees are not required to contribute to the plan, but have the opportunity to make contributions up to the IRS allowable amount. Pre-tax or Roth contributions are available, along with free asset allocation tools and resources to manage your plan.

### NC 457 RETIREMENT PLAN

This deferred compensation plan is similar to the 401(k) plan providing an additional avenue for employees to save for retirement. Employees may contribute by payroll deduction to the plan on a pre-tax or after-tax basis up to IRS allowable amounts.

### N.C. COLLEGE SAVINGS PLAN

This multi-option "529" college savings plan 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.

### TUITION REIMBURSEMENT

We support our employees desire to further career goals by advancing their education through our Tuition Reimbursement Program. The program provides financial support to employees by covering eligible fees related to tuition and other education fees for attaining associates, bachelor's and/or master's degrees. To be eligible for tuition reimbursement, employees must complete one full year of employment and meet performance expectations as stated in the policy.

### NORTH CAROLINA LOCAL GOVERNMENT FEDERAL CREDIT UNION

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

## Your Time Is Valuable

### SICK LEAVE

Employees who work a standard schedule of 2,080 hours per year earn eight hours of sick leave each month. Sick leave accrues on an unlimited basis and can be used for medical visits, personal illness/injury or bereavement.

### VACATION

Vacation is accrued monthly. If you have prior local government experience, your previous service may be credited to determine your monthly accrual rate.

| 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 and offers one additional floating holiday:

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

### PAID PARENTAL LEAVE (PPL)

New parents are eligible for up to eight weeks of PPL for the birth of a child, adoption of a child or foster care placement. PPL runs concurrently with Family Medical Leave and allows employees time to bond with a new child or children.

### VOLUNTEER TIME OFF (VTO)

We are committed to serving and supporting the community beyond our regular roles. Sixteen hours of VTO is granted each year for employees to volunteer their time with one of our Union County community partners.

## Keeping You Healthy

### MONROE AQUATICS AND FITNESS CENTER

We are a corporate member of the Monroe Aquatics and Fitness Center. Employees are given a 50% discounted joining fee. If you elect to use payroll deduction for your monthly membership, you will receive an additional 10% discount.

### HUMAN SERVICES FITNESS CENTER

Enjoy a well-equipped, free fitness center available to all employees. This facility located in the Human Services building offers a workout and locker room area available 24/7.

\*Benefits are available to all full-time and benefited part-time employees.

## Staying Healthy

### HEALTH INSURANCE

We offer two health plan options - Traditional and Direct Primary Care. The premiums listed below apply to both options.

**Direct Primary Care:** This option offers a clinic located in Monroe for your primary medical care needs.

**Traditional:** With this plan option, you have the choice of a physician practice within the Medcost network for your primary medical needs, along with a Health Reimbursement Account.

Both plan options include a \$150 vision benefit each plan year, as well as free preventive care screenings.

| Coverage Type            | Cost per Month      |
|--------------------------|---------------------|
| Employee Only            | \$34 <sup>00</sup>  |
| Employee Plus Spouse     | \$334 <sup>00</sup> |
| Employee Plus Child(ren) | \$224 <sup>00</sup> |
| Employee Plus Family     | \$432 <sup>00</sup> |

### HEALTHMAP RX

Health plan members with diabetes, high blood pressure, high cholesterol, depression, and/or asthma can take advantage of this wellness program designed to empower and support participants in managing their conditions. Participants meet with a licensed pharmacist four to six times a year to assist in maintaining control over conditions and decrease risks of complications associated with these conditions. Financial incentives are available to participants of this program.

### DENTAL INSURANCE

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

| Coverage Type            | Cost per Month     |
|--------------------------|--------------------|
| Employee Only            | \$0 <sup>00</sup>  |
| Employee Plus Spouse     | \$20 <sup>00</sup> |
| Employee Plus Child(ren) | \$20 <sup>00</sup> |
| Employee Plus Family     | \$40 <sup>00</sup> |

### COMMUNITY EYE CARE

In addition to the vision wellness portion of our health insurance, optional vision insurance is offered to employees at a minimal cost.

|                   | 150 Plan<br>(Cost per pay period) | 200 Plan<br>(Cost per pay period) |
|-------------------|-----------------------------------|-----------------------------------|
| Employee Only     | \$3 <sup>65</sup>                 | \$5 <sup>31</sup>                 |
| Employee + One    | \$7 <sup>07</sup>                 | \$10 <sup>25</sup>                |
| Employee + Family | \$10 <sup>72</sup>                | \$15 <sup>48</sup>                |

### FLEXIBLE SPENDING ACCOUNTS

A flexible spending account (FSA) is an employee benefit that saves money on healthcare and dependent daycare expenses. Contributions are tax free and offer savings of 25% to 40% on dependent care, medical services and medical supplies. Healthcare FSAs are pre-funded allowing access to full election amounts at the beginning of the plan year.

### BASIC LIFE INSURANCE

Basic Term Life Insurance coverage is provided at no cost in the amount of 1X the employee's base annual salary.

### VOLUNTARY INSURANCE OPTIONS

Additional supplemental insurance policies are available for purchase with spouse and dependent coverage options. The following plans are available:

- Accident Insurance
- Accidental Death & Dismemberment Insurance
- Cancer Insurance
- Critical Illness Insurance
- Gun Shot Wound Policy
- Hospital Confinement Indemnity Insurance
- Medical Bridge Benefits
- Optional Life Insurance (term)
- Pet Insurance
- Short Term Disability Insurance
- Whole Life Insurance

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our EAP program offers a confidential, no-cost benefit to all employees and their immediate family members. The program provides confidential counseling to assist in managing and resolving personal issues that affect our lives including help with issues such as difficulty with children, financial problems, alcohol and drug problems, legal issues, and job stress. Employees receive six free visits each year.



**As a thriving community in the southern piedmont of North Carolina, Union County is near big city amenities with the southern charm of the country. It is a great place to raise a family and be a part of a community where you can make a difference.**

Our roots are in agriculture, but we have expanded and grown attracting talent and businesses from all over the world. Join Union County Government and make a difference for our residents, visitors and businesses.