

FY2024 Employee Benefit Package

North Carolina Local Government Employee Retirement System (NCLGERS)

A Defined Benefit Plan

Required Employee Contribution	6%
County Contribution:	
Regular Employees	14.04%
Law Enforcement Officers	12.89%
401K – County Contribution (401K does not require employee contribution)	
Regular Employees	2%
Law Enforcement Officers	5%

Health Insurance

Provided through Blue Cross/Blue Shield of NC

Requires 25 years of consecutive service for continuation into retirement if hired as of 07/01/2008 and prior to 6/30/2016. Health benefits into retirement eliminated for anyone hired as of 7/01/2016.

	Monthly Premium
Blue Options (PPO)	
County Contribution	\$904.18
Employee Contribution*	
Employee Only	\$56.92
Employee/One Child	\$175.21
Employee/Two Children	\$283.46
Employee/Spouse	\$268.96
Employee/Family	\$363.82

*An employee premium credit of \$30 per month is available when specific wellness conditions are met.

Optional Insurance Programs

At Employee's Expense:

Dental Insurance

Provided through Delta Dental

Monthly Premium as of 7/01/2023	Low	High
Employee only	\$32.30	\$34.80
Employee + 1 dependent	\$65.34	\$70.24
Employee + 2 or more dependents	\$96.62	\$104.02

Vision Coverage

Provided through Eye Med

Monthly Premium as of 7/1/2023	
Employee only	\$7.96
Employee + 1 dependent	\$15.40
Employee + 2 or more dependents	\$22.62

Supplemental Benefits

Supplemental Retirement Plans (401K and 457 plans)

Permanent Life Insurance

Term Life Insurance (County provides \$5,000 of coverage for full time employees at no cost to employee)

Critical Care Insurance

Short Term Disability Insurance

Long Term Disability

Flexible Spending Accounts (Medical and Child Care)

Paid Time Off

Sick Leave – 12 days per year

Annual Leave – Begins with 12 days per year and increases up to 27 days per year based on years of service.

Paid Holidays – 13 days per year

12 IAW NC Office of State Human Resources Schedule
1 floating holiday provided to support diversity and offer flexibility for a day significant to the employee

Other Paid Leave

120 hours of paid Military Leave per federal year
(for National Guard or Reserves)

4 hours of School Participation Leave per fiscal year
(for parents of school age children)

Civil Leave (for jury duty required attendance)

Miscellaneous Benefits

North Carolina Local Government Employees Credit Union eligibility

Employee Assistance Program

<https://www.cumberlandcountync.gov/departments/hr-group/human-resources/employee-relations/employee-assistance-program>

Employee Wellness Center Clinic

(For all employees and Health Insurance Plan covered dependents over age of 2)

<https://www.cumberlandcountync.gov/departments/em-mployee-wellness-group/employee-wellness-center-clinic>

Employee Pharmacy

<https://www.cumberlandcountync.gov/departments/em-mployee-wellness-group/employee-wellness-center-clinic/empl-pharmacy>

Employee Wellness Program