



## Summary of Benefits for Full-Time and Part-Time Employees Working at Least 20 Hours per Week

Program	Benefit	Who Pays
HEALTH BENEFITS	<ul style="list-style-type: none"> <li>• Group hospital, surgical, medical, vision, and prescription drug benefits for employees and dependents</li> <li>• Coverage effective first of month following hire date</li> <li>• Pre-tax premium option available</li> <li>• Benefits continue for Wake County retirees who meet service criteria</li> </ul>	Wake County pays a portion for full-time employees. Part-time employees hired or re-hired on or after 7/1/91 pay a pro-rated amount. Employee pays cost of dependent coverage.
EMPLOYEE ASSISTANCE PROGRAM	<ul style="list-style-type: none"> <li>• Counseling and referral service provided by CIGNA Behavioral</li> </ul>	Wake County
DENTAL BENEFITS	<ul style="list-style-type: none"> <li>• Preventive, basic, and major services for employees and dependents</li> <li>• Coverage effective first of month following hire date</li> <li>• Pre-tax premium option available</li> </ul>	Wake County pays the full cost of a full-time employee's coverage. Part-time employees hired or re-hired on or after 7/1/91 pay a pro-rated amount. Employee pays cost of dependent coverage.
VISION PROGRAM	<ul style="list-style-type: none"> <li>• Exam covered in full, after \$15 co-pay, every plan year</li> <li>• Prescription Glasses, after \$25 Material co-pay</li> <li>• Lenses covered in full, every other plan year</li> <li>• Frames covered up to \$125, every other plan year OR</li> <li>• Contact Lens Care, covered up to \$125, every other plan year</li> </ul>	The Employee
VISION DISCOUNT PROGRAM	<ul style="list-style-type: none"> <li>• Discounts on eye exams, frames, lenses, contacts, and sunglasses</li> </ul>	No cost for this discount program.
REIMBURSEMENT ACCOUNTS	<ul style="list-style-type: none"> <li>• Voluntary pre-tax contributions</li> <li>• Allows for reimbursement of unpaid medical and dependent care expenses</li> </ul>	The Employee
LONG TERM DISABILITY	<ul style="list-style-type: none"> <li>• Benefits with one year but less than five years of service, 60% of salary up to \$1500 per month</li> </ul>	Wake County
SHORT TERM DISABILITY	<ul style="list-style-type: none"> <li>• Voluntary Short Term Disability Plan</li> <li>• Short Term benefits after a 15 or 30 day elimination period</li> <li>• 66 2/3% of salary up to \$600 per week for up to 26 weeks</li> </ul>	The Employee
LIFE INSURANCE	<ul style="list-style-type: none"> <li>• Basic Life equal to one times salary to include AD&amp;D coverage</li> <li>• Optional Supplemental Life (\$10,000 to \$500,000), AD&amp;D and Dependent Life</li> </ul>	Wake County pays for basic coverage. The Employee pays for optional coverage.
RETIREMENT	<ul style="list-style-type: none"> <li>• Local Governmental Employees' Retirement System</li> <li>• Full retirement benefit after 30 years of creditable service, at age 60 with 25 years of creditable service, or at age 65 with five years of creditable service</li> <li>• Reduced retirement benefit at age 50 with at least 20 years of creditable service or at age 60 with at least five years of creditable service</li> <li>• Eligible to apply for Disability retirement after five years of creditable service</li> <li>• Death Benefit of up to \$50,000 after one year of creditable service</li> <li>• Additional benefits for Law Enforcement Officers</li> </ul>	<p>The Employee contributes 6% of annual salary.</p> <p>Wake County contributes an actuarially determined amount.</p>
DEFERRED COMPENSATION	<ul style="list-style-type: none"> <li>• Supplemental Retirement Income Plan of NC – 401(k) plan</li> <li>• Optional 457 Deferred Compensation Plan – ICMA Retirement Corporation</li> </ul>	<p>Wake County contributes an additional 5% of gross pay for each employee to the 401(k) plan.</p> <p>Employees may contribute voluntarily to the 401(k) and the 457 plan.</p>
U.S. SAVINGS BONDS	<ul style="list-style-type: none"> <li>• Purchase of U.S. Savings Bonds through payroll deduction</li> </ul>	The Employee



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<b>Program</b>	<b>Benefit</b>	<b>Who Pays</b>
ANNUAL LEAVE	<ul style="list-style-type: none"> <li>Monthly leave time accrual, from 96 to 208 hours per year, based on service (pro-rated for part-time employees)</li> </ul>	Wake County
HOLIDAYS	<ul style="list-style-type: none"> <li>Eleven or twelve paid holidays</li> </ul>	Wake County
SICK LEAVE	<ul style="list-style-type: none"> <li>96 hours earned each year (pro-rated for part-time employees)</li> <li>Unlimited accumulation, unused sick leave counts toward retirement service</li> <li>May be used for employee's illness, medical appointments, or for the illness or death of a relative as defined in the policy</li> <li>Sick leave from the State of NC and from other Local Governments may be transferred to the County, according to policy</li> </ul>	Wake County
MILITARY LEAVE	<ul style="list-style-type: none"> <li>96 work hours per year of Military Training with pay</li> </ul>	Wake County
CIVIL LEAVE	<ul style="list-style-type: none"> <li>Jury Duty Leave with pay</li> </ul>	Wake County
EDUCATIONAL INVOLVEMENT LEAVE	<ul style="list-style-type: none"> <li>Used for time away from work in an approved school setting to assist in tutorial programs, such as guest lecturer, or to attend parent-teacher conferences or other school-supported activities</li> </ul>	Wake County matches up to 8 hours (pro-rated for part-time employees). The Employee uses unused holiday or annual leave.
TUITION REIMBURSEMENT	<ul style="list-style-type: none"> <li>Reimbursement up to \$1200 annually for tuition and books upon successful completion of course</li> </ul>	Wake County
LONG TERM CARE INSURANCE	<ul style="list-style-type: none"> <li>Monthly benefit of \$2000 or \$3000</li> <li>Receive benefit for 3 years, 6 years, or lifetime</li> <li>Employees, spouses, and other family members can participate</li> </ul>	The Employee
LOCAL GOVERNMENT FEDERAL CREDIT UNION	<ul style="list-style-type: none"> <li>Membership open to the employee and his or her family members</li> <li>Checking and savings accounts; ATM cards; personal, auto and home loans available</li> </ul>	The Employee
DAY CARE PROGRAMS	<ul style="list-style-type: none"> <li>Spaces reserved for children of Wake County employees at Kidworks</li> </ul>	The Employee

For more information, contact Wake County Human Resources at 856-6090