



## Benefits Summary 2021-2022

Program	Benefits	Cost to Employee	
<b><i>Insurance Benefits</i></b>			
<u>Medical Insurance</u> Blue Cross Blue Shield of NC	<ul style="list-style-type: none"> <li>• Fiscal Year Deductible: Individual: \$2,000, Family: \$4,000</li> <li>• Doctor Visits:               <ul style="list-style-type: none"> <li>○ Primary: 20% co-insurance</li> <li>○ Preventative care: no charge</li> <li>○ Prescriptions: included</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• No cost to employee</li> <li>• Employee/Child: \$259.00</li> <li>• Employee/Spouse: \$485.00</li> <li>• Employee/Family: \$788.00</li> </ul>	
<u>Dental Insurance</u> Ameritas Dental Network	<ul style="list-style-type: none"> <li>• Fiscal Year Maximum benefit: \$1,000</li> <li>• Diagnostic and Preventive Care paid at 100%</li> <li>• Basic Services paid at 80%</li> <li>• Crowns, Inlays Services paid at 50%</li> </ul>	<ul style="list-style-type: none"> <li>• No cost to employee</li> <li>• Employee/Child: \$18.00</li> <li>• Employee/Spouse: \$30.00</li> <li>• Employee/Family: \$52.00</li> </ul>	
<u>Vision Insurance</u> Community Eye Care (Comprehensive Plan)	<ul style="list-style-type: none"> <li>• Eye Exam once a year: \$10 co-pay</li> <li>• \$200 allowance for eyewear annually: \$0 co-pay</li> <li>• A contact lens fitting, re-fit, or evaluation once a year: \$0 co-pay</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Only: \$9.22</li> <li>• Employee/Child(ren): \$17.87</li> <li>• Employee/Spouse: \$16.60</li> <li>• Employee/Family: \$26.27</li> </ul>	
<u>Vision Insurance</u> Community Eye Care (Eyewear Plan)	<ul style="list-style-type: none"> <li>• A \$200 allowance for eyewear annually: \$0 co-pay</li> <li>• A contact lens fitting, re-fit, or evaluation once a year: \$0 co-pay</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Only: \$7.98</li> <li>• Employee/Child(ren): \$16.76</li> <li>• Employee/Spouse: \$15.96</li> <li>• Employee/Family: \$23.94</li> </ul>	
<u>Life Insurance</u>	<ul style="list-style-type: none"> <li>• All employees: \$20,000 of coverage</li> </ul>	<ul style="list-style-type: none"> <li>• No cost to employee</li> </ul>	
<u>Short-term Disability Plan</u> One America 800-553-5318	<ul style="list-style-type: none"> <li>• Up to 13 weeks of coverage for non-work-related injury or illness.</li> <li>• Up to 70% of monthly earnings.</li> <li>• Begins on 8th day of disability.</li> <li>• Doctor's statement required.</li> </ul>	<u>Monthly Benefits</u> \$500 (minimum) \$1,000 \$1,500 \$2,000 (maximum)	<u>Monthly Premium</u> \$10.36 \$20.71 \$31.07 \$41.42
<u>Long-Term Disability Plan</u> One America 800-553-5318	<ul style="list-style-type: none"> <li>• Up to 60% of covered basic monthly earnings.</li> <li>• Benefit duration of up to 5 years if disabled prior to age 61.</li> </ul>	<u>Monthly Benefits</u> \$500 \$1,000 \$1,500 \$2,000	<u>Monthly Rates</u> \$8.15 \$16.30 \$24.45 \$32.60
<u>Employee Assistance Program</u> Reach work Life 800-950-3434	<ul style="list-style-type: none"> <li>• 24-hour access to services</li> <li>• Professional consultation in person or by phone</li> <li>• Connections and referrals to additional supports and services as needed</li> <li>• Services are provided for you as well as your family</li> </ul>	<ul style="list-style-type: none"> <li>• No cost to employee</li> </ul>	

<b><i>Paid Time Off</i></b>		
<u>Vacation</u>	<ul style="list-style-type: none"> <li>Maximum accumulation of 225 hours. Time over 225 hours at the end of the year will convert to sick leave.</li> </ul>	<ul style="list-style-type: none"> <li>No cost to employee</li> </ul>
<u>Sick Leave</u>	<ul style="list-style-type: none"> <li>Earned at a rate of 7.5 hours per month</li> <li>No maximum accumulation</li> </ul>	<ul style="list-style-type: none"> <li>No cost to employee</li> </ul>
<u>Paid Holidays</u>	<ul style="list-style-type: none"> <li>At least 11 paid Holidays per year</li> </ul>	<ul style="list-style-type: none"> <li>No cost to employee</li> </ul>
<b><i>Retirement</i></b>		
<u>Retirement</u> Local Government Employees Retirement System	Full retirement after: <ul style="list-style-type: none"> <li>30 years of service credit; <b>OR</b></li> <li>Age 60 with 25 years of service credit; <b>OR</b></li> <li>Age 65 with 5 years of service credit.</li> </ul>	<ul style="list-style-type: none"> <li>6% of annual salary</li> </ul>
<u>NC 401(K) Plan</u> Prudential Financial Company <a href="http://www.nc401K.prudential.com">www.nc401K.prudential.com</a>	<ul style="list-style-type: none"> <li>Contributions are tax-sheltered.</li> <li>Employees may make voluntary contributions.</li> <li>10% penalty for withdrawal before you are 59 ½ years of age.</li> <li>You may sign up or change at any time.</li> </ul>	<ul style="list-style-type: none"> <li>Employee paid</li> <li>No contribution from the County</li> </ul>
<u>Section 457 Plan</u> Nationwide Insurance Company 877-677-3678	<ul style="list-style-type: none"> <li>Contributions are tax-sheltered.</li> <li>Employees may make voluntary contributions.</li> </ul>	<ul style="list-style-type: none"> <li>Employee paid</li> <li>No contribution from the County</li> </ul>
<b><i>Other Benefits</i></b>		
<u>Credit Union Membership</u> (Local Government Credit Union)	NC Local Government Employees Credit Union	<ul style="list-style-type: none"> <li>Bank Fees may apply</li> </ul>

Additional Benefit Information can be found @ [Halifax County | Mark III Benefits Guide \(mymarkiii.com\)](http://Halifax County | Mark III Benefits Guide (mymarkiii.com))

The above list is not all inclusive of the benefits that are provided by Halifax County Government!

Come join our team!

