

Halifax County...

Where

You

Count!



A variety of benefits are available to Regular employees. Halifax County's benefits program has been designed to give employees protection from loss of income due to illness, disability and retirement. In addition, the outstanding vacation and holiday benefits give employees an opportunity to relax and refresh themselves.

The goal of our benefits program is to ensure employees have a variety of benefits to choose from to meet their needs. Employees contribute to the cost of certain benefits and also share with the County contributions to other benefits. Understanding your total benefits program can help you make the choices to achieve the security and peace of mind you will want today and in the future.

Benefits Summary for Regular Employees

Program	Benefits	Who Pays	Other Benefits
Health Insurance	*BCBS of NC	Halifax County pays the full cost of employee coverage under the County Health Plan. Dependent coverage is 100% employee paid	Civil Leave
Dental Insurance	*Group dental benefits	Halifax County pays the full cost of employee-only coverage. Dependent coverage is 100% employee paid.	Credit Union Membership
Vacation	*Accrues monthly *Earn 90 to 165 hours per year, based on years of service *Use for vacation, illness, religious observance, adverse weather or other related reason	Halifax County	Flexible Work Schedule
Sick Leave	*Accrues monthly *Earn 90 hours per year *Unlimited accumulation *Use for employee's illness/medical appointment or for the illness of an immediate family member as defined in the Halifax County Personnel Policy	Halifax County	Direct Payroll Deposit (required)
Holidays	*11 paid County Holidays per year *12 paid County Holidays if December 25 th falls on a Tuesday, Wednesday or Thursday	Halifax County	Family and Medical Leave
Retirement	*NC Local Government Employee's Retirement System *Receive full retirement benefit after 30 years of retirement service	Halifax County	Grievance Procedure
Life Insurance	*Group Life insurance needs	Employee	Cellular Telephone Discou
Disability Income	*Covers employee with 60% of salary up to 24 months	Employee pays the optional short-term (months 2 to 6) coverage, deducted from employee monthly salary; Halifax County pays 100% of long-term coverage (months 7 to 24)	Shared Leave Program
Longevity Pay	*Recognizes Halifax County service of 5 years and above *Annual lump-sum payment of 2% to 3% of annual salary, based on years of service	Halifax County	Internet Service Provider Discounts
Performance Evaluation Plan	*Recognizes employees exceeding performance expectations *Receive one or more step increases		Military Leave

	based on evaluation rating	Halifax County	
Tax Shelter Plans	*Current tax savings *Optional supplemental retirement income *Optional 401(k) Plan	Employee	Transfer and Promotion Opportunity Program
Social Security	*Retirement benefits at age 65 *May take reduced benefits at age 62 *Income for total permanent disability *Monthly income for qualified survivors *Medical benefits for retirees over age 65 or totally disabled	Halifax County and the Employee share the cost; each contributes 7.65% of employee's salary	Unemployment Insurance
Worker's Compensation	*Compensation for an on-the-job injury or death	Halifax County	Group Purchase Discounts