

SELECT PREMIUM BENEFITS for Full-time Regular Employees

PREMIUM HEALTH INSURANCE – STATE HEALTH PLAN – BLUE CROSS / BLUE SHIELD – All full-time regular employees are eligible to participate in the North Carolina State Health Plan’s health insurance.

80/20 & 70/30 Plan for Active Subscribers

Monthly Premium Rates January 1, 2021 – December 31, 2021	80/20 PLAN		70/30 PLAN	
	TOBACCO ATTESTATION COMPLETE?*		TOBACCO ATTESTATION COMPLETE?*	
	YES	NO	YES	NO
ACTIVE SUBSCRIBERS				
Subscriber	\$50.00	\$110.00	\$25.00	\$85.00
Subscriber + Child(ren)	\$305.00	\$365.00	\$218.00	\$278.00
Subscriber + Spouse	\$700.00	\$760.00	\$590.00	\$650.00
Subscriber + Family	\$720.00	\$780.00	\$598.00	\$658.00

SUPPLEMENTAL BENEFITS – OFFERED THROUGH MARK III EMPLOYEE BENEFITS – All full-time regular employees are eligible to participate in Polk County Local Government’s Supplemental Benefits Plan.

- MedCost Flexible Spending Account
- Ameritas Dental
- Community Eye Care Vision
- MetLife Group Cancer
- Aflac Group Accident
- Aflac Group Hospital Indemnity
- Aflac Group Critical Illness w/out Cancer
- Aflac Group Critical Illness w/ Cancer
- AUL Short-Term Disability
- AUL Long-Term Disability
- The Hartford Basic Term Life
- The Hartford Voluntary Term Life
- Texas Life Whole Life
- AUL Employee Assistance Program (EAP)
- Teledoc

LOCAL GOVERNMENT EMPLOYEE RETIREMENT SYSTEM (LGERS) -

As a condition of employment, all full-time regular employees are required to participate in LGERS. Employees contribute 6% (pre-tax) of their annual salary. Presently, the County's FY 21-22 annual match is: 11.43%. After five years of eligible service, employees become vested in the retirement system.

Creditable service in LGERS retirement is transferable between participating and qualified local government agencies.

401K –

All active full-time LEOs (Law Enforcement Officers) employed as Deputies are eligible for a 5% employer contribution to their deferred retirement 401k plan; whether the employee contributes or not.

All full-time employees are eligible to participate in the County's 401k deferred retirement plan. The County does not match contribution at this time.

TUITION REIMBURSEMENT –

Up to \$2,000.00 per year for qualified and eligible academic, training and credentialing purposes.

PAID HOLIDAYS –

New Year's Day	Labor Day
Martin Luther King's Birthday	Veteran's Day
Good Friday	Thanksgiving Day and the day following
Memorial Day	Christmas Day (2-3 days)
Independence Day	

VACATION LEAVE –

All full-time employees accrue vacation from their hire date. Employees may not use their vacation within the first six months of hire as a condition of the probationary period. Employees may carry over up to 240 hours per year. Vacation hours exceeding 240 will roll-over into sick leave annually.

Years of Service	Days Accrued Per Year
0 - 4	12
5 - 9	15
10 - 14	18
15 - 19	20
20 - 25	22
25 - plus	25

SICK LEAVE –

All full-time employees accrue sick leave from their hire date. Sick leave accrues indefinitely and may be applied towards creditable local government retirement at the point of retirement.

Sick leave may also be transferred from other qualifying State and Local Government agencies.

EMPLOYEE REFERRAL -

The County welcomes applicant referrals through successful employees who want to recommend others whom they believe would be a good and positive addition to the County team(s). Applicants who are made aware of County job opportunities through existing employees should include that information on the County application in the space provided. If an employee-referred applicant is ultimately hired by the County, the referring employee becomes eligible for a \$500 referral bonus. The referral bonus is paid to the referring employee as taxable earnings (in conjunction with regular pay cycles) once the newly hired employee successfully completes his/her initial probationary period, or extension thereof. Successful completions include credentialing milestones, training and other requirements. When the new hire successfully completes the probationary period, Human Resources will initiate a request for a referral bonus payment to the referring employee, and will submit it to Finance for processing in conjunction with payroll cycles. In order to receive payment, the referring employee must be active when the referred employee completes their probationary period.

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PAY PERIODS ARE BI-WEEKLY

ADMINISTRATIVE HOURS ARE GENERALLY FROM 8:30AM – 5:00PM, MONDAY – FRIDAY, 37.5 HOURS PER WEEK AND A 75 HOURS PER PAY CYCLE.

PUBLIC SAFETY SHIFT WORKER HOURS ARE GENERALLY BASED ON AN 84-HOUR PAY CYCLE.

COMPENSATORY TIME IS AWARDED IN LIEU OF PAID OVERTIME TO OVERTIME ELIGIBLE EMPLOYEES AS RECOGNIZED BY THE FAIR LABOR STANDARDS ACT.