

Rowan County Summary of Employee Benefits

Vacation	0-2 years	.0385 hours per worked hour	10 days per year
	2-5 years	.0462 hours per worked hour	12 days per year
	5-10 years	.0577 hours per worked hour	15 days per year
	10-15 years	.0692 hours per worked hour	18 days per year
	15+ years	.0808 hours per worked hour	21 days per year
	*Max accumulation is 30 days (240 hours). Excess is rolled over to sick leave.		
Sick	.0462 per hour worked each pay period (average of 12 days per year for full-time employees. No maximum accumulation. Sick leave can be credited towards length of service at retirement.		
Holidays	New Year's Day, Martin Luther King's, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving (2 days), Christmas (3 days)		
Military Leave	Up to 172 hours per calendar year for Military leave is available to Reservists in the U.S. Armed Forces		
Personal Leave	Up to 4 hours per calendar year for personal leave to use for school visitation or other reason		
Health Insurance	Provided by BCBSNC. Employees pay 10% of the cost of the employee coverage, and may purchase dependent coverage. Coverage is paid one month in advance through pre-tax payroll deductions. Coverage is effective the first day of the month with a one month waiting period. Two plan options are available, a PPO plan or a HSA (Health Savings Account) plan. PPO benefits include a \$30 co-pay at your Primary Care Physician; 80% coverage with a \$2000 deductible at in- network specialists, and prescriptions with co-pays of \$10, \$55, and \$70. The HSA plan does not have set co-pays for services. HSA plan benefits include 80% coverage with a \$1600 deductible.		
Vision Benefit	Covers one routine eye exam per plan year for each individual covered under the group health plan.		
Dental Insurance	Premiums are deducted from paychecks in pre-tax dollars, one month in advance.		
Life Insurance	\$32,000 provided by the County for the employee. Employees may purchase dependent coverage through payroll deduction.		
Voluntary Benefits	Offered each year at open enrollment. Employees may elect individual Accident/Cancer/Critical Illness/Short-term Disability/Vision/Whole Life policies that are paid for through payroll deduction.		
Retirement	Rowan County provides retirement benefits for all eligible employees through the North Carolina Local Government Employee's Retirement System. Employees contribute 6% of their salary to the plan. After one year of employment, the employee is covered by a death benefit, which is equal to the employee's salary earned in the year before death up to a limited amount of \$50,000.		
401K	Once you have successfully completed your 6 months probationary period, the County contributes 3% (5% for Law Enforcement) into an investment plan of your choice. Employees can defer a portion of their salary for use after retirement. No federal or state tax is paid on this portion until it is actually withdrawn.		

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Flex Plan	(Medical Reimbursement and Dependent Care Reimbursement) Employees may elect to participate in these pre-tax reimbursement accounts.
Employee Assistance Program	Available to employees and their family members for professional, confidential counseling services.
Service Awards	Given for five years of service and in increments of five years thereafter.
Credit Union	North Carolina Local Government Employees' Federal Credit Union Employees are eligible to join the Credit Union.
Wellness Program	Provided to employees to promote healthy lifestyles. Activities include a yearly Health Fair, annual Biometric Screenings, four hours of Wellness Leave per calendar year, and payroll deduction for memberships at the YMCA and The Forum.
On-Site Nurse Practitioner	Employees and spouses that are on the county health insurance PPO plan can visit nurse practitioner at no cost for health care needs.