

## **Benefits Provided Full-Time Dare County Employees**

- Paid vacation based on years of service as follows:
  - 0 through 04 years - 12 days per year
  - 5 through 14 years – 15 days per year
  - 15+ years – 20 days per year
- Twelve days of paid sick leave per year
- Twelve paid holidays per year
- Blue Cross Blue Shield health insurance paid in full by Dare County for Employee Only
  - Employee/Child Coverage: \$88.17 per month
  - Family Coverage: \$141.74 per month
- Life insurance policy at \$30,000 with double indemnity for accidental death paid by Dare County for active employees (\$4,000 coverage on dependents)
- Retirement through the North Carolina Local Government Employees Retirement System (Employer Contribution 4.9%; Employee Contribution 6%)
- County contribution of 1% of annual salary to 401k (NC Supplemental Retirement)
- Longevity after 5 years of service; a percentage of gross salary based on years of service as follows:
  - 05 through 09 years – 1%
  - 10 through 14 years – 2%
  - 15+ years – 3%
- Dental insurance available through payroll deduction (Optional)
  - Employee Coverage: \$29.77
  - Employee/Child Coverage: \$57.43
  - Employee/Spouse Coverage: \$66.85
  - Family Coverage: \$95.56
- Flexible Spending Accounts (Optional)
- Membership with the Local Government Employees Credit Union (Optional)
- AFLAC Accident/Cancer insurance available through payroll deduction (Optional)
- Participation in the 401(k) NC Supplemental Retirement plan (Optional)
- Participation in the Deferred Compensation (457) plan (Optional)
- Pre-Paid Legal Service (Optional)
- Discount of 40% off regular membership price at Nautics Hall

Revised: 10/01/09