



DAVIE COUNTY PART-TIME EMPLOYEE BENEFITS



PROGRAM	FIXED BENEFITS	EMPLOYEE COST
Retirement*	Local governmental employee's retirement system. *Only available if your position requires at least 1,000 hours of work in a calendar year.	Contributes 6% of annual salary (tax deferred-no opt out)
Wellness Clinic	Offered to all employees. Health screenings, wellness check-ups, chronic condition management, general physicals or wellness exams). Select immunizations (influenza, HepB, HPV & Tetanus) are available, as well as TB skin tests.	None
Employee Assistance Program	Free counseling services available to all County employees. Services are private and confidential. The first three visits are free.	None
PROGRAM	FLEXIBLE BENEFITS (BENEFITS IN WHICH YOU HAVE A CHOICE)	EMPLOYEE COST
Tax Deferred Programs 401 (k) & 457	Tax-sheltering program available through IRS Code 125. (The NC 457 Plan is a deferred compensation plan). 401(k) and 457 Deferred Compensation accounts are available to part-time employees working between 19.25 and 29.5 hours per week. Employees who contribute at least 1% to a 401(k) receive a 3% County contribution. Part-time employees working fewer than 19.25 hours per week may still contribute but are not eligible for a County match. Both the 401(k) and 457 plans are administered by Empower.	Determined by Employee
PROGRAM	DISCOUNT / INCENTIVES	EMPLOYEE COST
Wireless Phone Discounts	Several carriers offer monthly discounts to government employees for their calling plans, options and phones.	Determined by Employee
Employee Recognition	Annual Service Recognition and Longevity Awards.	None
Cost of Living Adjustments and/or Performance Awards*	Assessed annually by the County contingent upon funding. Performance awards are given only to staff who go beyond the day-to-day duties/expectations of their jobs and exhibit the County's values as outlined in the "I Pledge" Values statement. *This is at the discretion of the supervisor.	None
Salary Review	Periodically positions are evaluated with a salary study to ensure internal/external salary equity.	None
Local Tax Payments	Davie County taxes are available to be paid through payroll deductions.	Determined by Employee
Fitness/Nutrition Memberships	Reduced memberships to local gyms and classes at the Recreation Department. Weight loss/Nutrition memberships are also offered at various times. These are payroll deducted and enrollment is available at any time. Family members (spouse, children under 26) are also eligible to participate. There is a 6 month payroll deduction commitment.	Determined by Employee
Davie County Apparel	Periodic offering of "Davie County" apparel (i.e. t-shirts, sweatshirts, hats, windbreakers, umbrellas, fannie packs, etc.)	Depends upon employee selection(s)

