



# DAVIE COUNTY PART-TIME EMPLOYEE BENEFITS



PROGRAM	FIXED BENEFITS	EMPLOYEE COST
<b>Retirement*</b>	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)
<b>Wellness Clinic</b>	<b>Offered to all employees.</b> 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
<b>Employee Assistance Program</b>	<b>Free counseling services available to all County employees.</b> Services are private and confidential. The first three visits are free.	None
PROGRAM	FLEXIBLE BENEFITS (BENEFITS IN WHICH YOU HAVE A CHOICE)	EMPLOYEE COST
<b>Tax Deferred Programs 457</b>	<b>Tax-sheltering program</b> available through IRS Code 125. (The NC 457 Plan is a deferred compensation plan. Empower provides the communications and recordkeeping services for this plan.)	Determined by Employee
PROGRAM	DISCOUNT / INCENTIVES	EMPLOYEE COST
<b>Wireless Phone Discounts</b>	<b>Several carriers offer monthly discounts</b> to government employees for their calling plans, options and phones.	Determined by Employee
<b>Employee Recognition</b>	Annual Service Recognition and Longevity Awards.	None
<b>Cost of Living Adjustments and/or Performance Awards*</b>	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
<b>Salary Review</b>	Every year 1/3 of the positions are evaluated with a salary study to ensure internal/external salary equity.	None
<b>Local Tax Payments</b>	Davie County taxes are available to be paid through payroll deductions.	Determined by Employee
<b>Fitness/Nutrition Memberships</b>	<b>Reduced memberships to local gyms and classes at the Recreation Department.</b> 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
<b>GEMs (Going the Extra Mile)</b>	A program designed to recognize and reward county employees for excellence in service consistent with the "I Pledge" values statement.	None, award of \$250 via payroll to winner
<b>Davie County Apparel</b>	Periodic offering of "Davie County" apparel (i.e. t-shirts, sweatshirts, hats, windbreakers, umbrellas, fannie packs, etc.)	Depends upon employee selection(s)

