



DAVIE COUNTY FULL-TIME EMPLOYEE BENEFITS



PROGRAM	FIXED BENEFITS	EMPLOYEE COST
Retirement	Local governmental employee's retirement system. Full retirement benefit after 30 years of service, at age 60 with 25 years of service, or at age 65 with 5 years of service. County Non-LEO contribution 12.14%; LEO contribution 13.04%	Contributes 6% of annual salary (tax deferred-no opt out)
Sick Leave	Full-time employees earn one day (7.5 or 8 hours) of sick leave per month/unlimited accumulation/unused applies toward retirement benefits after meeting basic retirement qualifications. Sick leave from other NC & local governments in the retirement system may be transferred to the County.	None
Annual Leave	Full-time employees earn from 10-24 days annually based on years of service. Accumulated hours in excess of your 30 work days as of June 30 each fiscal year will be converted to sick leave hours.	None
Life Insurance	Life insurance is provided by OneAmerica with coverage level of 2x annual salary.	None
Employee Assistance Program	Free counseling services available to all County employees. Services are private and confidential. The first three visits are free.	None
Holidays	12 paid County holidays: New Years, Martin Luther King Jr's birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, plus three days at Christmas, as well as one day for birthday or other holiday not observed by the County.	None
Workers' Comp	Davie County carries Workers' Compensation insurance on all employees. Treatments and referrals are administered by the County's Workers' Comp insurance carrier. Weekly benefit amount of 66.67% of your weekly salary.	None
Wellness Clinic	Offered to all employees. Also available to employee's dependents enrolled in the County's Medical Insurance (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
PROGRAM	FLEXIBLE BENEFITS (BENEFITS IN WHICH YOU HAVE A CHOICE)	EMPLOYEE COST
Health Insurance	Medical benefits offered through Blue Cross/Shield of North Carolina; In-Network benefits include Primary doctor visit \$25 Specialist \$50; prescriptions \$10/\$30/\$50/\$50 other services 80%/20% after deductible \$1,000 (individual).	Bi-weekly costs Employee only \$0 Employee/Spouse \$207.90 Employee/Child \$113.36 Employee/Children \$236.15 Family \$378.15
Prescription Drugs	Employees & dependents on the County medical plan are eligible for free generic prescriptions (non-generic prescriptions will include a regular co-pay) at Foster Drugs	Determined at Pharmacy
Dental Insurance	Dental benefits offered through Delta Dental; In- and Out-of-Network benefits offered; diagnostic & preventive services 100% paid; basic services 80%/20% after \$50 deductible; major services 50% after \$50 deductible; \$1,000/per person maximum payment per plan year for diagnostic & preventive, basic and major services; Orthodontic services payable at 50% with \$1,000 maximum per person/plan year.	Bi-weekly costs Employee only \$0 Employee/Spouse \$13.77 Employee/Children \$25.03 Family \$30.04
Vision Insurance	Vision benefits offered through Superior Vision; In- and Out-of-Network benefits offered; routine eye exams \$10; materials \$20; contact lens fitting \$25; discounts on frames, lens options, etc.; Refractive Surgery discounts 15%-50%; Lasik vision correction 10%-50%.	Bi-weekly costs Employee only \$0 Employee/Spouse \$2.94 Employee/Children \$3.72 Family \$7.37
Flexible Spending Accounts	Pre-tax accounts which can be used to pay for out-of-pocket medical, dental, vision or dependent care expenses. Contributions are automatically deducted from your pay. Maximum contribution to an FSA for 2023-2024 is \$3,050.	Determined by Employee
Tax Deferred Programs 401(k) & 457	Tax-sheltering programs are available through IRS Code 125 (Cafeteria Plan, 401(k) and 457 (Deferred Compensation)). Full time employees who contribute at least 1% to a 401(k) are eligible for the County's 3% contribution to the same. Law Enforcement Officers receive a 5% contribution from the County to a 401(k) without any contribution on their part. The 401(k) and 457 plans are administered by Empower.	Determined by Employee



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PROGRAM	CONT. FLEXIBLE BENEFITS (BENEFITS IN WHICH YOU HAVE A CHOICE)	EMPLOYEE COST
Supplemental & Dependent Life	Optional coverage is available upon request (offered through OneAmerica and Transamerica).	Determined by Employee
PROGRAM	DISCOUNTS / INCENTIVES	EMPLOYEE COST
Mobile Phone Reimbursement	Employees who use their personal phone for work use MAY be eligible for monthly phone/data reimbursement (only certain positions are eligible). Employee requests must be prior approved by the employee's supervisor before being submitted.	Determined by Employee
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.	None
Salary Review	Every year 1/3 of the positions are evaluated with a salary study to ensure internal/external salary equity.	None
Staff Development	Ongoing training for professional development and growth, certifications, education incentives, etc.	None
Local Tax Payments	Davie County real and personal property 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
GEMs (Going the Extra Mile)	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
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)

