



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 14.35%; LEO contribution 16.10%	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	13 paid County holidays: New Years, Martin Luther King Jr's birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans 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	Insurance for all employees. To provide financial and medical support to employees who are injured or become ill due to work-related activities. Treatments and referrals are administered by the County's Workers' Comp insurance carrier.	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 \$235.76 Employee/Child \$128.55 Employee/Children \$267.79 Family \$428.82
Prescription Drugs	Employees & dependents on the County medical plan are eligible for free generic prescriptions (non-generic prescriptions have 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 \$14.59 Employee/Children \$26.53 Family \$31.85
Vision Insurance	Vision benefits offered through Eye Med; In- and Out-of-Network benefits offered; routine eye exams \$10; materials \$20; \$170 allowance for frames or contacts, \$20 copay for lenses, plus included contact lens fitting, discounts on lens upgrades, non-prescription sunglasses, LASIK, and hearing aids.	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 2025-2026 is \$3,300.	Determined by Employee
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 full-time employees. Employees who contribute at least 1% to a 401(k) receive a 3% County contribution. Sworn Law Enforcement Officers automatically receive a 5% County contribution to their 401(k) with no employee contribution required. Both 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
Pet Insurance	Full-Time employees can choose 50% or 70% reimbursement. All plans include a \$250 annual deductible and \$7,500 annual maximum. Coverage includes accidents, injuries, illnesses, diagnostics, surgeries, hospitalization and more. No networks or pre-approvals; employees can use any veterinarian, anywhere.	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	Periodically 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
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)

