

# FORSYTH COUNTY GOVERNMENT SUMMARY OF FULL-TIME BENEFITS

## PAY DAYS

County employees are paid bi-weekly (26 pay periods) through direct deposit.

## VACATION

Vacation (annual) leave is accumulated bi-weekly up to a maximum of 30 days. Annual leave in excess of 30 days will be converted to regular sick leave each year at the end of the pay period that includes January 1st.

### Vacation accrual rates:

1-4 years of service	12 days annually
5-7 years of service	14 days annually
8-12 years of service	17 days annually
13-17 years of service	20 days annually
18 or more years of service	23 days annually

- As a new employee, you will begin work with 6 days of paid vacation. This leave is advanced for the first 6 months of employment. During the remainder of your first year, you will earn 6 additional days at the normal accrual rate. If you are re-employed, instead of an advance of leave, you will receive credit for your verified previous employment and you will begin accruing annual leave according to the above listing of years of service.

## SICK LEAVE

All employees accrue at a rate of 12 paid sick days per year with no maximum accumulation.

- As a new employee, you will begin work with 6 days of paid sick leave. This leave is advanced for the first 6 months of employment. During the remainder of your first year, you will earn 6 additional days at the normal accrual rate. If you are re-employed with Forsyth County, you will not be advanced sick leave. Instead, you will accrue leave at the normal rate. However, if you are re-employed within one year, your sick balance will be reinstated.

Any new/re-employed employees coming from participating employers of the N.C. Retirement System may be able to transfer sick leave.

## Holidays

10 1/2 paid holidays per year

## Short Term Disability

A voluntary plan where employees can select a monthly benefit amount between \$400 - \$2000 for either a 3 or 6 month benefit period. Cost depends on the benefit amount, benefit period and age.

## Health Insurance

BlueCross BlueShield of North Carolina's PPO plan offers the freedom to see participating doctors

and specialists without authorization at low, predictable copayments and additionally, if needed, you can use doctors outside of the BCBS network and pay co-insurance.

Individual coverage - \$27.60 biweekly  
Employee plus one coverage - \$78.18 biweekly  
Family coverage - \$206.26 biweekly

The PPO plan includes three-tier prescription drug coverage.

## **Dental Insurance**

Forsyth County's dental coverage is with Ameritas.

Individual coverage - free  
Employee plus one coverage - \$7.44 biweekly  
Family coverage - \$17.82 biweekly

## **Life Insurance**

Term life insurance in the amount of 1½ times annual salary at no cost to the employee. Employee may purchase additional life insurance on self and dependents.

## **Retirement**

NC Local Governmental Employees Retirement System. As an employee you will make 6% pre-tax contribution. The County makes a contribution on your behalf. You will be vested in the NCLGERS after five years.

## **Deferred Compensation**

Allows employees to supplement retirement income by deferring a portion of current salary before it is taxed.

## **Longevity**

7 years of service = \$680.00, increasing \$40 each year to a maximum longevity payment of \$2,000.

## **Employee Reimbursement Accounts**

Employees can authorize tax-free deductions to pay for daycare and/or unreimbursed medical expenses.

## **Other Benefits**

- Credit Union
- Direct Deposit
- Employee Assistance Program
- Internal Promotion Policy
- Premium Conversion Plan
- Savings Bonds
- Service Awards
- Tuition Reimbursement

\*Rates effective until 6-30-09