

Alexander County



Summary of Benefits

Alexander County Local Government has a comprehensive compensation program. In addition to salary, an employee of Alexander County enjoys an excellent benefits package to include the following:

Medical Insurance – Employees medical insurance is 100% paid. Spouse and family coverage is available at employee expense.

Employee/Child \$27.61 per pay period
Employee/Spouse \$101.52 per pay period
Employee/Family \$231.26 per pay period

Dental Insurance – Employees dental insurance is 100% paid. Spouse and family coverage is available at employee expense.

Employee/Child(ren) \$18.96 per pay period
Employee/Spouse \$11.79 per pay period
Employee/Family \$30.77 per pay period

Medical Insurance For Retirees – Employees who are eligible to retire through the Local Government Employees Retirement System and have 20 years of service to Alexander County will receive paid medical and dental to age 65. After age 65, the county pays for Medicare Supplement.

Local Government Retirement System – 6% of salary, county matches a percentage of payrolls. The handbook is available on the county website.

Basic Life Insurance - \$12,500 for each employee at no cost to the employee.

Additional coverage optional:

\$10,000 = \$1.52 per pay period

\$20,000 = \$3.05 per pay period

\$30,000 = \$4.57 per pay period

\$40,000 = \$6.09 per pay period

\$50,000 = \$7.62 per pay period

Dependant coverage of \$5,000 - .58 cents per pay period

Sick Leave – 8 hours per month

Annual Leave:

<u>Years of Service</u>	<u>Hours Per Month</u>	<u>EMS Leave</u>	<u>Hours Per Month</u>
Less than 2	- 7.83 hrs	Less than 2	- 11.50 hrs
2 to 5	- 9.17 hrs	2 to 5	- 13.50 hrs
5 to 10	- 11.17 hrs	5 to 10	- 15.50 hrs
10 to 15	- 13.17 hrs	10 to 15	- 17.50 hrs
15 to 20	- 15.17 hrs	15 to 20	- 19.50 hrs
20 +	- 17.17 hrs	20 +	- 21.50 hrs

Child Involvement Leave – 4 hours per year (January 1 – December 31)

Holidays – 11 paid holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving (two days)
- Christmas (two days)

Longevity Pay Bonus – 1.5 percent on 5th anniversary growing each year by one tenth percent to a maximum of 4 percent.

Employee Assistant Program – Counseling service is available to all County employees and eligible dependants to assist in the treatment of any problems affecting work performance. Services are provided in a private and confidential setting. The County provides coverage for the first five visits.

401k and 457 Deferred Compensation – Plans available at employee option.

Short Term Disability – Available at employee option / \$3.78 per pay period. Pays \$100 per week for a maximum of 26 weeks.

State Credit Union – Direct deposit available at employee option.

YMCA Benefits – Available for employee and family only
One Time \$37.50 joining fee
Employee Only - \$14.31 per pay period
Family - \$19.39 per pay period

AFLAC Benefits – Life Insurance, Disability, Cancer Policies, Intensive care policies, etc. Contact Gary Goble at gobleins@bellsouth.net or 828-635-6886 within first 30 – days of employment to sign up for benefits.

* For additional details on benefits, please review the Alexander County policies at www.alexandercountync.gov (Under Employee Information Section) or contact your Human Resources Department at (828) 632-1132.