



# 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 provided certain Wellness Incentive requirements are met. Spouse and family coverage is available at employee expense.

Employee/Child \$87.69 per pay period  
 Employee/Children \$122.31 per pay period  
 Employee/Spouse \$204.92 per pay period  
 Employee/Family \$388.15 per pay period

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

Employee/Child(ren) \$24.69 per pay period  
 Employee/Spouse \$13.62 per pay period  
 Employee/Family \$29.77 per pay period

**Vision Insurance** – Employees vision insurance is 100% paid. Spouse and family coverage is available at employee expense.

Comprehensive Plan \$3.37 per pay period per dependent  
 Eyewear Only Plan \$2.55 per pay period per dependent

**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 = \$1.15 per pay period      \$40,000 = \$4.60 per pay period  
 \$20,000 = \$2.30 per pay period      \$50,000 = \$5.75 per pay period  
 \$30,000 = \$3.45 per pay period      \$5,000 /Dependent = .58¢ per pay period

**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

**Sick Leave** – 8 hours per month (regular 40 hour employee)  
8 hours per month (EMS 12 hour employee)  
11 hours per month (EMS 24 hour employee)

**Child Involvement Leave** – 8 hours per year (January 1 – December 31)

**Holidays** – 11 paid holidays:

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

**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 are available as an employee option.

**State Employees/Local Government Credit Union** – Memberships are available to County Employees by opening a Savings Account.

**Colonial Life Benefits** – Life Insurance, Disability, Cancer Policies, Intensive care policies, etc. Hope Reynolds at [hoperenolds5@hotmail.com](mailto:hoperenolds5@hotmail.com) (828-428-2982) will be in contact with you within first 30 days of employment to sign up for benefits.

**YMCA Benefits** – No joining fee.

Full Time and Part Time with Benefits - Employee Only – No Charge  
Full Time and Part Time with Benefits - Family Rate - \$6.92/pay period

**Discount Tickets** – Discount tickets to various attractions are available to Full time and Part time employees. See Lesia Breininger in Human Resources. Tickets include:

AMC Cinemas	Emerald Pointe Wet 'n Wild Water Park
Biltmore Estate	Hickory Crawdads
Carowinds / TicketsatWork	Tweetsie Railroad

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

**Benefit No Longer Available after July 1, 2009.**

**Longevity** - After five (5) years of continuous full-time County service, the employee receives a lump sum payment of 1.5% of his/her annual salary on the first payroll date during the month of his/her anniversary date. For purposes of calculating the longevity payment, annual salary is defined as the sum of: 1) the annual salary amount listed in the payroll accounting system as of the Friday prior to the longevity check date; plus 2) any overtime wages paid to the employee during the 12 month period prior to the month of the employee's anniversary date. After the first longevity payment, the percentage of salary received increases by one-tenth of a percent each year to the maximum of 4% after 30 years of service. (Example: 6 years = 1.6%, 7 years=1.7%, 8 years=1.8%, etc.) An employee who leaves County service for any reason will lose their accumulated longevity status and will be ineligible if they return to the County employment. Employees hired on or after July 1, 2009 are ineligible for longevity benefits.