



Summary of Benefits for Full-Time and Part-Time Employees Working at Least 20 Hours per Week

Program	Benefit	Who Pays
HEALTH BENEFITS	<ul style="list-style-type: none"> • Group hospital, surgical, medical, vision, and prescription drug benefits for employees and dependents • Coverage effective first of month following hire date • Pre-tax premium option available • Benefits continue for Wake County retirees who meet service criteria 	Wake County pays a portion for full-time employees. Part-time employees hired or re-hired on or after 7/1/91 pay a pro-rated amount. Employee pays cost of dependent coverage.
EMPLOYEE ASSISTANCE PROGRAM	<ul style="list-style-type: none"> • Counseling and referral service provided by CIGNA Behavioral 	Wake County
DENTAL BENEFITS	<ul style="list-style-type: none"> • Preventive, basic, and major services for employees and dependents • Coverage effective first of month following hire date • Pre-tax premium option available 	Wake County pays the full cost of a full-time employee's coverage. Part-time employees hired or re-hired on or after 7/1/91 pay a pro-rated amount. Employee pays cost of dependent coverage.
VISION PROGRAM	<ul style="list-style-type: none"> • Exam covered in full, after \$15 co-pay, every plan year • Prescription Glasses, after \$25 Material co-pay • Lenses covered in full, every other plan year • Frames covered up to \$130, every other plan year OR • Contact Lens Care, covered up to \$130, every other plan year 	The Employee
VISION DISCOUNT PROGRAM	<ul style="list-style-type: none"> • Discounts on eye exams, frames, lenses, contacts, and sunglasses 	No cost for this discount program.
REIMBURSEMENT ACCOUNTS	<ul style="list-style-type: none"> • Voluntary pre-tax contributions • Allows for reimbursement of unpaid medical and dependent care expenses 	The Employee
LONG TERM DISABILITY	<ul style="list-style-type: none"> • Benefits with one year but less than five years of service, 60% of salary up to \$1500 per month 	Wake County
SHORT TERM DISABILITY	<ul style="list-style-type: none"> • Voluntary Short Term Disability Plan • Short Term benefits after a 15 or 30 day elimination period • 66 2/3% of salary up to \$600 per week for up to 26 weeks 	The Employee
LIFE INSURANCE	<ul style="list-style-type: none"> • Basic Life equal to one times salary to include AD&D coverage • Optional Supplemental Life (\$10,000 to \$500,000), AD&D and Dependent Life 	Wake County pays for basic coverage. The Employee pays for optional coverage.
RETIREMENT	<ul style="list-style-type: none"> • Local Governmental Employees' Retirement System • Full retirement benefit after 30 years of creditable service, at age 60 with 25 years of creditable service, or at age 65 with five years of creditable service • Reduced retirement benefit at age 50 with at least 20 years of creditable service or at age 60 with at least five years of creditable service • Eligible to apply for Disability retirement after five years of creditable service • Death Benefit of up to \$50,000 after one year of creditable service • Additional benefits for Law Enforcement Officers 	<p>The Employee contributes 6% of annual salary.</p> <p>Wake County contributes an actuarially determined amount.</p>
DEFERRED COMPENSATION	<ul style="list-style-type: none"> • Supplemental Retirement Income Plan of NC – 401(k) plan • Optional 457 Deferred Compensation Plan – ICMA Retirement Corporation 	<p>Wake County contributes an additional 5% of gross pay for each employee to the 401(k) plan.</p> <p>Employees may contribute voluntarily to the 401(k) and the 457 plan.</p>
U.S. SAVINGS BONDS	<ul style="list-style-type: none"> • Purchase of U.S. Savings Bonds through payroll deduction 	The Employee



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ANNUAL LEAVE	<ul style="list-style-type: none"> Monthly leave time accrual, from 96 to 208 hours per year, based on service (pro-rated for part-time employees) 	Wake County
HOLIDAYS	<ul style="list-style-type: none"> Eleven or twelve paid holidays 	Wake County
SICK LEAVE	<ul style="list-style-type: none"> 96 hours earned each year (pro-rated for part-time employees) Unlimited accumulation, unused sick leave counts toward retirement service May be used for employee's illness, medical appointments, or for the illness or death of a relative as defined in the policy Sick leave from the State of NC and from other Local Governments may be transferred to the County, according to policy 	Wake County
MILITARY LEAVE	<ul style="list-style-type: none"> 96 work hours per year of Military Training with pay 	Wake County
CIVIL LEAVE	<ul style="list-style-type: none"> Jury Duty Leave with pay 	Wake County
EDUCATIONAL INVOLVEMENT LEAVE	<ul style="list-style-type: none"> Used for time away from work in an approved school setting to assist in tutorial programs, such as guest lecturer, or to attend parent-teacher conferences or other school-supported activities 	Wake County matches up to 8 hours (pro-rated for part-time employees). The Employee uses unused holiday or annual leave.
TUITION REIMBURSEMENT	<ul style="list-style-type: none"> Reimbursement up to \$1200 annually for tuition and books upon successful completion of course 	Wake County
LONG TERM CARE INSURANCE	<ul style="list-style-type: none"> Monthly benefit of \$2000 or \$3000 Receive benefit for 3 years, 6 years, or lifetime Employees, spouses, and other family members can participate 	The Employee
LOCAL GOVERNMENT FEDERAL CREDIT UNION	<ul style="list-style-type: none"> Membership open to the employee and his or her family members Checking and savings accounts; ATM cards; personal, auto and home loans available 	The Employee
DAY CARE PROGRAMS	<ul style="list-style-type: none"> Spaces reserved for children of Wake County employees at Kidworks 	The Employee

For more information, contact Wake County Human Resources at 856-6090