

# Benefit Information

Franklin County prides on the fact that we have one of the best benefits packages in the Triangle area. Below is a brief listing of our benefits.

## Insurance Benefits

### *Health and Dental Insurance*

Major Medical benefits are provided for full time employees. Coverage is available, at current group rates, for eligible dependents. Employees may choose to participate for an additional cost with the “buy-up” or High Plan that consists of lower co-pays and deductibles. The health care plan also includes pharmacy and vision coverage.

At no cost to employees, the County provides for 100% of twice annual preventive care procedures and, after an annual deductible, the plan pays 80% of routine procedures and 50% of non routine procedures. Coverage is available, at current group rates, for eligible dependents.

- [2009-10 Blue Cross Blue Shield Plan Guide for Employees –Low Plan](#)
- [2009-10 Blue Cross Blue Shield Plan Guide for Employees –High Plan](#)
- [2009-10 Blue Cross Blue Shield Plan Guide for Employees –Dental Coverage](#)
- [Blue Cross Blue Shield of NC Website](#)

### *Life Insurance*

The County provides life insurance benefits for all full time employees. The policy provides for coverage at one times the employee’s salary (maximum \$100,000). Supplemental employee and dependent coverage is available to eligible employees and dependents at an additional cost.

A Death Benefit of one times annual salary is provided by the Retirement System and the County. The benefit provides for a minimum of \$25,000 and maximum of \$50,000.

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## Franklin County Working On Wellness (W.O.W)!

Franklin County is committed to the overall health and wellness of our employees by providing employees with opportunities to improve their physical and emotional health. The Wellness Committee sponsors a number of wellness activities, lunch and learns, and other health and wellness resources.

[Click here for more information on Franklin County Working on Wellness](#)

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## Retirement and Deferred Compensation Benefits

### *Local Government Employees’ Retirement System*

For employees assigned to work 1,000 hours per year or more, participation in the NC Local Governmental Employees’ Retirement System is required. Employees become fully vested after 5 years of contributing service.

- [Local Government Employees' Retirement Handbook](#)
- [Local Government Employees' Retirement Handbook \(Law Enforcement\)](#)

*North Carolina 401(k) Plan*

Franklin County contributes 4% of salary for non-law enforcement employees and 5% of salary for law enforcement employees to the State 401(k) Plan, managed by Prudential.

[Prudential Retirement Website](#)

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## **Paid Leave Time**

*Vacation Leave*

Full-time employees earn from 12-25.5 days annually based on years of service.

*Sick leave*

Full-time employees earn one day (8hours) of sick leave per month, with the unused accumulation applying toward retirement benefits after meeting basic retirement qualifications. Franklin County does accept transfers of sick leave form other local jurisdictions and the State of North Carolina.

*Paid Holidays*

Employees receive 12 paid holidays per year:

New Year's Day, Martian Luther King Jr's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, Three Days at Christmas.

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## **Miscellaneous Benefits**

***Supplemental Life Dependent Life; Cancer and Heart/Stroke Insurance; Vision; Short Term Disability***

Optional coverage plans are available through AFLAC and are payroll deducted.

***Flexible Spending Accounts***

Pre-tax accounts which can be used to pay for out-of pocket medical, dental, vision or dependent care expenses. The Flexible Spending Program is administered through AFLAC.

***Employee Assistance Program***

Counseling Services is available to all County employees and eligible dependents to assist in the treatment of problems. Services are provided in a private and confidential setting.

Employee Assistance Information

### ***Local Government Credit Union***

The North Carolina Local Government Employees' Federal Credit Union offers a variety of savings and other financial plans including direct deposit of payroll checks. You must personally contact the Credit Union to arrange these services. Services are administered through the State Employees Credit Union.

**[NC Local Government Credit Union Website](#)**