



IREDELL COUNTY BENEFITS SUMMARY

HEALTH INSURANCE (Blue Cross & Blue Shield of North Carolina - BCBS):

- Effective first day of the month following 30 days of employment.
- Choice of Base PPO Plan, High Deductible Plan with Health Savings Account, PPO Buy-Up Plan, or Opt-Out Plan (incentive for employees who decline Health Insurance).
- Spouses can only be covered under the County Health Insurance Plan “if” they have no Health Insurance coverage available through their own Employer.

Semi-Monthly Rates for Base PPO Plan, High Deductible Plan (HSA), and PPO Buy-Up Plan (7/1 – 6/30):

Wellness Program Rates	Base PPO Plan	High Deductible Plan	PPO Buy-Up Plan
Employee Only	\$ 0.00	\$ 0.00	\$ 30.00
Employee/Spouse	\$ 143.50	\$ 143.50	\$ 203.50
Employee/1 Child	\$ 127.50	\$ 127.50	\$ 167.50
Employee/Children	\$ 182.00	\$ 182.00	\$ 232.00
Employee Family	\$ 234.50	\$ 234.50	\$ 314.50
NON-Wellness Program Rates	Base PPO Plan	High Deductible Plan	PPO Buy-Up Plan
Employee Only	\$ 30.00	\$ 30.00	\$ 60.00
Employee/Spouse	\$ 173.50	\$ 173.50	\$ 233.50
Employee/1 Child	\$ 157.50	\$ 157.50	\$ 197.50
Employee/Children	\$ 212.00	\$ 212.00	\$ 262.00
Employee Family	\$ 264.50	\$ 264.50	\$ 344.50

DENTAL INSURANCE (Lincoln):

- Effective first day of the month following 30 days of employment.

Semi-Monthly Rates for Dental Low and High Plan (7/1 – 6/30):

	Low Plan	High Plan
Employee Only	\$ 17.07	\$ 20.06
Employee/Spouse	\$ 34.14	\$ 40.10
Employee/Child(ren)	\$ 41.61	\$ 48.19
Employee/Family	\$ 54.61	\$ 63.31

VISION INSURANCE (Community Eye Care):

- Effective first day of the month following 30 days of employment.

Semi-Monthly rates for Comprehensive and Eyewear Plan (7/1 – 6/30):

	Comprehensive Plan	Eyewear Plan
Employee Only	\$ 4.38	\$ 2.55
Employee/Spouse	\$ 9.19	\$ 4.90
Employee/Child(ren)	\$ 7.92	\$ 4.24
Employee/Family	\$ 12.82	\$ 6.58

LIFE INSURANCE:

- Iredell County provides eligible employees, at no cost, one times basic annual earnings rounded to the next higher \$1,000, not less than 25,000 and no more than \$75,000.
- Optional, Term and Whole Life Insurance Policies available through payroll deduction. Rates vary w/level of coverage selected.

OTHER INSURANCES:

- Cancer Insurance: Rates vary w/level of coverage selected.
- Disability Insurance: Rates vary w/level of coverage selected.
- Critical Illness Insurance: Rates vary w/level of coverage selected.
- Personal Accident Insurance: Rates vary w/level of coverage selected.
- Whole Life Insurance Policy: Rates vary w/level of coverage selected.

RETIREMENT:

- NC Local Government Retirement System: 6% REQUIRED contribution made by employee.
- Empower 401(k) Plan: 5% contribution made by County. Employees may contribute additional.
- Empower 457b Plan: Employee Only contribution.

MISCELLANEOUS:

- Section 125 Cafeteria Plan w/ Health Care and Dependent Care Reimbursement Accounts.
- Employee Assistance Program.
- Employee On-Site Wellness Clinic.

LEAVES:

- **Annual Leave:** 10 to 24 days of Annual Leave based on years of service.
- **Sick Leave:** 12 days per year.
- **Paid Holidays:** 11 to 12 Holidays.

GYM MEMBERSHIPS:

Iredell County Partners with local Gyms in order to provide reduced membership dues for employees. Discounted membership rates are available for the Iredell County Recreational Center, City of Statesville Fitness Center, and 24/7 Total Fitness.

***** Iredell County Policies and Procedures may be located at www.co.iredell.nc.us *****