



Harnett
C O U N T Y
NORTH CAROLINA

Human Resources Department

Post Office Box 778; 102 East Front Street
Lillington, North Carolina 27546
Phone: 910-893-7567 Fax: 910-814-0350
www.harnett.org

The mission of the Human Resources Department is to attract, retain, and develop employees who will strive for excellence in service, be committed to growth and prosperity, and are willing to invest themselves in order to improve the quality of life in Harnett County.

Employee Benefits Summary

Harnett County offers competitive pay and benefit programs designed to attract and retain people who share this commitment. Benefits are designed to promote and maintain good health, to provide for retirement, to help meet the cost of illness or accident, and to help provide financial security for employees and beneficiaries.

- Harnett County provides a comprehensive package of benefit choices to employees in regular positions working full-time or on a pro-rated basis to employees in regular positions working part-time a minimum of 20 hours per week.
- Some benefits are paid entirely by the county, others require employee cost-sharing, and some are paid entirely by the employee.
- To the extent feasible, certain benefits are provided on a tax-favored basis.
- New employees are eligible for benefits on the first of the month following 30 days of employment. Employees have 30 days from their date of hire to make benefit plan selections.
- Open enrollment for all employees is generally held in May-June of each year with an effective date of July 1st.
- Mid-year changes to plans may only be made due to a family status change event. Please see the Human Resources Office for more information.

**The following information is brief summaries of the actual benefits. Further information is detailed in the Personnel Ordinance and in benefit booklets. The Benefits Summary should not be construed as an implied contract to provide benefits. Harnett County reserves the right to mend, suspend, modify or cancel these benefits at any time for any reason at its sole discretion.*

Medical, Dental, Vision, RX

- Coverage is effective the first day of the month following 30 days from date of hire.
- Coverage is available for the employee, spouse, and any unmarried dependent children to age 26 regardless of student status.
- The county supplements cost of premiums for dependent health insurance as detailed here.

Blue Cross & Blue Shield Health

<u>Employee Only</u>	
Total Cost	\$579.00
County Pays	\$579.00
Employee Pays	\$0.00
<u>Employee Plus One</u>	
Total Cost	\$859.00
County Pays	\$579.00
Employee Pays	\$280.00
<u>Employee & Family</u>	
Total Cost	\$1,159.00
County Pays	\$ 579.00
Employee Pays	\$ 580.00

Blue Cross/Blue Shield of North Carolina is the claims administrator for Harnett County's health, dental, vision and prescription drug coverage.

Blue Cross & Blue Shield Dental

Employee Only	\$34.80
Employee & Child(ren)	\$65.99
Employee & Spouse	\$69.60
Employee & Family	\$116.16

Health Co-payments:

- \$20 Primary Care Doctor In-Network / 70% After Deductible Out-of-Network
- \$40 Urgent Care Centers
- \$40 Specialist/Chiropractic/ 70% After Deductible Out-of-Network
- \$150 Emergency Room (Inpatient hospital benefits apply if admitted)
- Hospital Services 80% After Deductible/ 70% After Deductible Out-of-Network

Health Deductibles:

- \$500 Individual In-Network \$1,000 Individual Out-of-Network
- \$1,500 Family In-Network \$3,000 Family Out-of-Network

Coinsurance Maximum:

- 80% After Deductible In-Network 70% After Deductible Out-of-Network

Maximum Out of Pocket:

- \$2,000 Individual In-Network \$4,000 Individual Out-of-Network
- \$6,000 Family In-Network \$12,000 Family Out-of-Network

Prescriptions:

	<u>In-Network</u>	<u>Out-of-Network</u>
• Generic (Tier 1)	\$ 10.00	Co-payment + Charge Over In-Network Amount
• Preferred Brand (Tier 2)	\$ 25.00	Co-payment + Charge Over In-Network Amount
• Brand Name (Tier 3)	\$ 40.00	Co-payment + Charge Over In-Network Amount
• Specialty Brand (Tier 4)	75% Coinsurance	Coinsurance + charge over in-network allowed amount

There is a \$50 Minimum and \$100 per Drug Maximum for each 30-3ay supply of Tier 4 Specialty Brand Drugs.

Dental Deductibles:

- \$100 Lifetime Deductible Under Dental Blue Select

Dental Benefits:

- \$1,000 Maximum Per Benefit Period
- Exams, Cleanings, and X-Rays Offered Twice Per Benefit Period
- Preventive Care: 100 % After Deductible
- Basic Care: 80% After Deductible
- Major Care: 50% After Deductible

Vision:

- Comprehensive Eye Exam Every 12 Months \$20 Co-Pay
- 30% Discount on Lenses and Frames
- 15% Discount on Disposable Contacts

Post Retirement medical benefits are available with at least 15 years of Harnett County service up to age 65 pro-rated by years of service. After age 65, retiree is reimbursed for Medicare supplement pro-rated on years of service. For further details, see Personnel Ordinance.



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Retirement, 401(k), Life Insurance

Retirement

North Carolina Local Government Retirement System

- Participation is **mandatory** for all regular employees.
- Employee contributes six percent (6%) of his/her salary to the system through pre-tax payroll deductions.
- The County contributes a percentage of each employee's salary to the retirement system. The rates are determined by the retirement system.
- After one year of service, employees are eligible for a death benefit in the amount of one year's salary no less than \$25,000 no more than \$50,000.

Eligibility for Retirement	Regular Employees	Sworn Law Enforcement
Early retirement eligibility (reduced benefits)	Age 50 with 20 years of service or Age 60 with 5 years of service	Age 50 with 15 years of service as an officer
Full retirement eligibility (unreduced benefits)	Age 65 with 5 years of service or Age 60 with 25 years of service or Any age with 30 years of service	Age 55 with 5 years of service as an officer or Any age with 30 years of service
Disability benefits	After 5 years of creditable service, if you become totally and permanently disabled from your job, as approved by the Medical Review Board, you become eligible for disability retirement.	

The North Carolina 401(k) Plan Administered by Prudential

- Participation is **voluntary** for regular employees but **mandatory** for sworn law enforcement.
- Employees may contribute up to a maximum amount (set by the IRS).
- Sworn Law Enforcement- The County contributes 5% of salary regardless of employee contribution as required by GS 143-166.50 (e).

Life Insurance

Fort Dearborn Life

- Employees working at least 30 hours per week are provided life insurance in the amount of annual salary and accidental death & dismemberment in the amount of annual salary.
- A dependent life insurance policy for spouse &/or children is available for \$1.60 per month.
- Employees may purchase additional term life through Fort Dearborn Life on themselves (\$100,000 guaranteed issue), on spouses (\$20,000 guaranteed issue), and any unmarried dependent children to age 18, or age 23 if a full-time student (\$10,000 guaranteed issue).
- Employees may also purchase additional individual and family accidental death & dismemberment insurance through Fort Dearborn.

Additional Insurance

Additional individual insurance policies (accident, disability, cancer, etc) are available during open enrollment through Colonial and may be payroll deducted.

Credit Union Membership

Employees are eligible to join the Local Government Federal Credit Union. They offer checking, savings, payroll deduction, loans, and financial counseling as requested.



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Work-Life-Balance

Leaves of Absence

Vacation/Annual Leave *All hours greater than 240 at year end are converted to sick leave.

Monthly Vacation Hours Accrued					
Regular Employees		Deputies		EMTS (24 hour shifts)	
Years Worked	Hours	Years Worked	Hours	Years Worked	Hours
Less than 2	6.67	Less than 2	7.13	Less than 2	8.87
2 but less than 5	8.00	2 but less than 5	8.56	2 but less than 5	10.64
5 but less than 10	10.00	5 but less than 10	10.70	5 but less than 10	13.30
10 but less than 15	12.00	10 but less than 15	12.84	10 but less than 15	15.96
15 but less than 20	14.00	15 but less than 20	14.98	15 but less than 20	18.62
20 plus	16.00	20 plus	17.12	20 plus	21.28

Sick Leave

8 hours per month for at total of 12 days per year

Petty Leave

70 minutes per month (14 hours per year)

Shared Leave

Granted to eligible employees with "0" leave balances

Family Medical Leave

Granted to eligible employees who have worked 1250 hours within the past 12 months

Maximum Leave: 12 weeks per 12 month period

Other Leave

Leave without pay, Military, Jury Duty, Educational Leave

Holidays

New Year's Day, Martin Luther King's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day & day after, Christmas- 2 or 3 days depending on which day Christmas occurs.

Volunteer Leave

All employees are eligible for 1.5 hours of administrative leave each week to volunteer at a school or Harnett County non-profit organization of his/her choice. This is subject to supervisor approval and workload requirements.

Other Benefits

Flexible Work Hours

United Way Deductions

Tuition Reimbursement

Flexible Spending Account

Worker's Compensation

Uniforms as Required

Vehicles/Travel Reimbursement

Child Care Resource & Referral

Longevity Pay

FICA (Social Security)



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Total Compensation

Example as of July 1, 2009

Years of Service: 10
 Salary: \$30,000 annual (\$14.42 hourly)
 Benefit Value: \$16,092.56 (53.64% of salary)
Total Benefits & Salary: \$46,092.56

Law Enforcement Officers
 Benefit Value: \$17,583.56 (58.61% of salary)
Total Benefits & Salary: \$47,583.56



Benefit	County Contribution	Annual County Contribution
Health Insurance	\$579.00	\$6,948.00
Life Insurance	\$7.20	\$86.40
FICA	6.20%	\$1,860.00
Medicare	1.45%	\$435.00
Retirement	4.89% 4.86% LEO	\$1,467 \$1,458
401 (k) LEO	5% LEO	\$1,500 LEO
Longevity (Depends on Years of Service)	1.5%	\$450.00
Sick Leave	12 days annual	\$1,384.62
Vacation	18 days annual	\$2,076.92
Holidays	12 days annual	\$1,384.62
Benefit Value		\$16,092.56 \$17,583.56 (LEO)



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