

MONTGOMERY COUNTY EMPLOYEE BENEFIT PACKAGE

EFFECTIVE JULY 2004

HOLIDAYS: 11 - 12 Paid Holidays

VACATION LEAVE: 7 hours & 50 minutes per month. Increases after 2 (9:10), 5, 10, 15, & 20 years, etc. Any days in excess of 30 days as of January 1 shall be converted to Sick Leave.

SICK LEAVE: 8 hours per month. Accumulates indefinitely. Any unused regular and converted sick leave may be counted toward creditable service at retirement.

RETIREMENT: In addition to Social Security participation, membership in the NC Local Governmental Employees Retirement System is mandatory. 6% of your salary is deducted prior to tax. The County match is 4.91%. If you leave before retirement, you may draw out the amount you contributed. Employees are vested after 5 years.

401-K ACCOUNT: The County contributes an amount equal to 5% of your gross annual salary to a 401-K account. This supplemental retirement is subject to change with each new budget year. The employee may choose to make additional contributions and controls personal investment selections.

MEDICAL INSURANCE: Medcost - Unicare is provided at NO cost to the employee (county pays \$310.85/ per month). Additional coverage is available for the following monthly rates:

Full Family: \$613.01 Spouse: \$364.39 Employee/Child: \$195.27

Dental insurance are included in the employee's insurance plan and may be purchased for the family. The insurance premiums are deducted prior to tax. *There is a 30-day waiting period for medical insurance coverage to go into effect.*

LIFE INSURANCE: The County provides a policy equal to the employee's annualized gross salary. Dependant coverage is available at \$1.89 per month for \$5,000.

LONGEVITY BONUS: 05-10 years = 1.00% of the employee's annualized gross salary, paid lump sum following Anniversary Date.

10-15 years = 1.50%
15-20 years = 2.25%
20-25 years = 3.25%
25 years + = 4.50%

OPTIONAL BENEFITS:

- Direct deposit available.
- Additional payroll deductions available for:
 - Deferred Compensation Plan
 - 401K contributions
 - Pre-tax insurance for cancer, disability, flexible spending accounts, etc.
 - Elective supplemental and life insurance
- Each new employee serves a **probationary period**. The minimum is three months and a maximum of nine months.
- DSS is a lead agency in the event of a disaster declaration. Each employee is required to report for **disaster duty**.
- **Employee mileage** is reimbursed at the rate of .375 per mile. **Meals and lodging** are reimbursed on overnight trips.
- **Over-time & overnight travel** may be required. **Compensatory time** provided as authorized by Supervisor.
- **Office hours** are Monday through Friday, 8 AM to 5 PM with one hour for lunch and 15 min. breaks in AM & PM.
- The Department observes a **modified dress code** based on casual business attire.
- **Smoke Free Workplace Policy** is enforced.
- County Employees are **paid** on the 25th of each month.
- **Pre-Employment Drug Screening** is required.