

TOWN OF CARRBORO BENEFITS SUMMARY FY 2020/2021

Health Insurance	BCBS + Nonstop Wellness: HDHP + Town provided MERP; \$1,000/\$2,000 max out-of-pocket expenses.	The Town pays the employee's premium and a portion of the dependent premium. Deductions are pre-tax.
Life Insurance/ Long-term Disability	The Hartford: \$25,000 basic life & AD&D coverage and long-term disability for full-time employees. Additional voluntary life coverage for employees and dependents is also available from the Hartford. Options can be chosen at time of enrollment.	The Town pays for employee's basic life, AD&D and LTD coverages. The employee pays for supplemental and/or dependent coverage.
Vision Insurance	Blue 20/20 Insurance: covers \$200 for frames or contact lenses, once every 12 months.	The Town pays the full premium for employees. The employee can pay for dependent coverage deducted pre-tax.
Dental Insurance	Sunlife Insurance Company: Covers 2 routine exams/cleanings per year and basic services to \$1000 max.	The employee pays full premium for self and dependents. Premiums are deducted pre-tax.
Fitness Center Membership	Free, annual membership at O2 Fitness locations and 2 personal training sessions to create tailored, individual program.	The Town provides this membership to employees and immediate family members.
Retirement	Local Governmental Employees' Retirement System Full retirement benefits after 30 years of service credit; age 60 with 25 years of service credit, or age 65 with five years of service credit. Reduced retirement benefits at age 50 with at least 20 years of service credit, or age 60 with five years of service credit.* Death benefit up to \$50,000 after one year of service credit, depends on salary history. * Retirement parameters are different for law enforcement officers.	The employee contributes 6% of annual salary. The Town contributes an actuarially determined amount.
401(K) Plan	Supplemental retirement administered by Prudential Insurance Company Contributions; Tax-sheltered; and Loan provisions For additional information call (866) 627-5267.	The Town contributes 5% of gross salary for law enforcement officers; 3% for other Town staff. Employees may make voluntary contributions which are pre or post-tax.
Vacation Leave	Earned according to years of service: Less than 2 years – 12 days per year 2 but less than 5 years – 14 days per year 5 but less than 10 years – 17 days per year 10 but less than 15 years – 20 days per year 15 but less than 20 years – 23 days per year 20 years or more – 26 days per year *Shift employees of the Fire Department earn duty days according to years of service. See Personnel Ordinance for specifics.	The Town
Sick Leave	Earned at a rate of 8 hours per month. May be used for employee's illness, medical appointments, or for the illness or death of a relative as defined in the Personnel Ordinance. No maximum on accumulation. Accept from other NC municipalities (new hires).	The Town
Holidays	Twelve paid holidays per year: New Year's Day, Dr. Martin Luther King Jr.'s birthday, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day (2 days), Christmas Day (3 days).	The Town
Adverse Weather Pay	If Town offices are closed due to extreme weather conditions, non-emergency, non-exempt employees will be paid their regular hourly rate for work hours missed due to the closing, up to a maximum of twenty-four (24) hours per fiscal year.	The Town
Family and Medical Leave	Up to 12 weeks paid/unpaid leave for qualifying conditions, which include: Caring for employee's child after birth, or placement for foster or adoptive care; caring for employee's spouse, child, or parent who has serious health condition, or employee's own serious condition.	Employee chooses to use any accumulated vacation, sick, PTO, or comp leave.
Paid Parental Leave	The Town pays for up to 240 hours of paid parental leave in a 12-month period after the birth of a child, adoption, or placement of a foster child.	The Town
Bereavement Leave	Five working days per 12-month period (2 working days for shift employees of the Fire Department) with pay for the death of an immediate family member.	The Town
Military Leave	Available to employees who are members of the National Guard or Armed Forces Reserve during active duty, including the required annual training period. See Personnel Ordinance for specifics.	The Town
Civil Leave	Paid leave for jury duty. Benefits and leave will accrue as though on regular duty.	The Town
Personal Time Off	18 hours per calendar year to be used at employees' discretion with supervisor's approval.*New hires receive pro-rated hours at date of hire.	The Town
Worker's Compensation	Injured employees may be compensated for on-the-job injury or death.	The Town
Service Awards	Awarded to permanent, full-time employees according to years of service.	The Town
Employee Assistance Program	Free, confidential counseling for employees and their dependents. Available through Human Resource Consultants; 24 hours/day, 7 days/week.	The Town
Flexible Spending Account	Allocated on VISA Card for easy use. Allows employees to pay for allowed expenses with pre-tax salary dollars; also allows accounts to pay for daycare and unreimbursed medical expenses on a pre-tax basis.	The Town
Credit Union	Employees may join the NC Local Government Employees' Credit Union; initial cost to join is \$25.00 deposit into savings account.	The Employee