



Benefit Package

N.C Local Government Retirement System *A Defined Benefit Plan*

	Employee Contribution	6%
	County Contribution:	
	Regular Employees	10.21%
	Law Enforcement Officers	10.84%
401K – County Contribution		
	Regular Employees	2%
	Law Enforcement Officers	6%

*401K does not require employee contribution

Health Insurance Provided by Blue Cross/Blue Shield of NC

(Requires 25 years of consecutive service for continuation into retirement if hired after 07/01/2008 and prior to 6/30/2016. Health benefits into retirement eliminated for anyone hired after 7/01/2016.)

Blue Options (PPO)	Monthly Premium
County Contribution	\$766.67
Employee's Contribution	
Employee Only	\$51.00
Employee/One Child	\$157.00
Employee/Two Children	\$254.00
Employee/Spouse	\$241.00
Employee/Family	\$326.00

----- *Optional insurance programs at employee's expense* -----

Dental Insurance Provided through Delta Dental

Monthly Premium as of 07/01/2020	Low	High
Employee only	\$30.16	\$32.48
Employee + 1 dependent	\$60.88	\$65.56
Employee + 2 or more dependents	\$90.18	\$97.08

Vision Coverage Provided through Eye Med

Monthly Premium as of 07/01/2020	
Employee only	\$7.96
Employee + 1 dependent	\$15.40
Employee + 2 or more dependents	\$22.62

Supplemental Benefits

- Supplemental Retirement Plans (*401K and 457 plans*)
- Permanent Life Insurance
- Term Life Insurance (*County provides \$5,000 of coverage for full time employees at no cost*)
- Critical Care Insurance
- Short Term Disability Insurance
- Long Term Disability
- Flexible Spending Accounts (*Medical and Child Care*)

Paid Time Off

- Sick Leave** – 12 days per year
- Annual Leave** – Begins with 12 days per year and increases up to 27 days per year based on years of service
- Paid Holidays** – 12 days per year
- Other Paid Leave** 120 hours of paid Military Leave per federal year (*for National Guard or Reserves*)
4 hours of School Participation Leave per fiscal year (*for parents of school age children*)
Civil Leave (*for jury duty required attendance*)

Miscellaneous Benefits

- Employee Assistance Program** co.cumberland.nc.us/employee_info/employee_assistance_program.aspx
- Employee Pharmacy**
- Employee Wellness Center Clinic** (*for employees and their dependents over age of 12*)
- Employee Wellness Program**
co.cumberland.nc.us/intl_audit_wellness_svcs/wellness/employee_wellness_services.aspx
- Eligible for Local Government Employees Credit Union**

Cumberland County pays employees on a bi-weekly basis