

TOWN OF GIBSONVILLE



BENEFITS SUMMARY

JULY 1, 2023

1. **ANNUAL LEAVE:** 10.5 to 21 days of annual leave may be earned depending on length of Town service. Maximum leave accumulation is 30 days (240 hours). Any annual leave earned over the maximum accumulation of 240 hours is transferred to sick leave.

Years of Service	0 - 2	2 - 5	5 - 10	10 - 15	over 15
Hours Earned	7	8	10	12	14

2. **SICK LEAVE:** 8 hours earned per month with no maximum accumulation. Unused sick leave may be applied towards service credit upon retirement.
3. **BEREAVEMENT LEAVE:** An employee may have up to 3 days leave at full pay granted when attending the funeral of an immediate family member.
4. **HOLIDAYS:** 13 days per year. New Year's Day; Martin Luther King's Birthday (3rd Monday in January); Good Friday; Memorial Day; Juneteenth; July 4th Independence Day; Labor Day; Veteran's Day, Thanksgiving (Thursday and Friday); Christmas Day (three working days). Accumulated Holiday time over 40 hrs. is transferred to sick leave.
5. **CIVIL LEAVE:** an employee called for jury duty or as a witness in any civil or criminal legal proceeding will be entitled to leave with pay and may keep any fees received.
6. **MILITARY LEAVE:** An employee who is a member of the National Guard or Armed Forces Reserve Organization will be allowed ten (10) work days per calendar year for required military training. The leave is not charged as annual leave, but any salary payment which the employee receives from the military is deducted from regular salary paid by the Town.
7. **OCCUPATIONAL HEALTH:** Onsite nursing services available for employees' health and wellness weekly on Wednesdays 8:00am-12:00 noon at Town Hall. Physician Assistant services available M – F 8:00am-4:30pm free at the ARMC clinic located in the Grand Oaks Building on the ARMC campus. Wellness program available for full-time employees.
8. **LONGEVITY PAY:** The Town recognizes length of service with an annual longevity payment based on the following schedule.

Years of Service	Longevity Payment
> 1	\$25.00
1 - 2	1%
3 - 5	2%
6 - 10	3%
11 - 14	4%
15 OR >	5%

9. **TUITION ASSISTANCE:** is available to employees who have completed the probationary period. It provides reimbursement of tuition costs for satisfactory completion of courses taken which improve one's ability to perform their current job. Limited to \$2,000 per fiscal year and is subject to the availability of funds.
10. **WORKERS COMPENSATION INSURANCE:** Injured employees may be compensated for on-the-job injury or death.
11. **RETIREMENT:** Full time employees are required to participate in the NC Local Governmental Employees' Retirement System. Employee contributes 6% and the Town contributes approximately 12.91% General & Fire and 14.04 % LEO. This is an excellent retirement system; service credits may be transferred to other local governments or the State system. Death Benefit of no less than \$25,000 and no more than \$50,000 after one year of membership. Full Retirement benefits after 30 yrs; age 60 with 25 years; age 65 with 5 years of service; age 55 with 5 years of service (LEO). Reduced retirement benefits at age 50 with at least 20 years or age 60 with 5 years of service credit.
12. **SUPPLEMENTAL RETIREMENT/ INCOME PLAN (401K) and (457):** Administered by Empower, the Town contributes 5% of salary to a tax-sheltered account in the employee's name with the State's 401k program. Employees can make voluntary contributions to the plan, which are federal and state tax deferred, and offer a variety of investment options. There is also a Roth investment plan option employees can invest in; however, the Town does not contribute to this.
13. **HEALTH INSURANCE:** Employee coverage offered through Blue Cross Blue Shield at 100% paid for by the Town. Dependent coverage paid for by the employee.
14. **DENTAL INSURANCE:** Employee coverage offered through Municipal Insurance Trust of North Carolina at 100% paid for by the Town. Dependent coverage paid for by the employee.
15. **LONG TERM DISABILITY INSURANCE:** Long Term Disability Insurance (LTD) which provides income replacement by receiving both LTD and disability retirement benefits through LGERS. Coverage is provided by the Town through Lincoln Financial Group.
16. **LIFE INSURANCE:** Employee coverage offered through Standard Life Insurance at 1X salary for full time employees up to \$100,000. Reduces 35% at age 65, and 50% at age 70.
17. **VISION INSURANCE:** Employee coverage offered through BCBS at 100% paid for by the Town. Dependent coverage paid for by the employee.