



TOWN OF MOREHEAD CITY

Highlight of Benefits

July 2020 – June 2021

INSURANCE

Medical

Blue Cross Blue Shield of NC – High Deductible Health Plan/Health Savings Account (HSA) Options Plan

- Effective date is 1st of the month following 30-days after employment date
- City pays 100% for employee coverage
- Coverage is available for your spouse and dependent children at employee's expense

Monthly Premiums for Dependent Coverage at Employee's expense:

Employee/ Child(ren) - \$286.00

Employee/Spouse - \$561.00

Employee/Family - \$984.00

Plan Highlights:

In-Network

- Plan year deductible - \$2,000 individual/\$4,000 family
- Plan year out-of-pocket maximum - \$2,000 individual/\$4,000 family
- All medical services and prescription costs payable @ 100% by employee till deductible met

Health Savings Account (HSA)

- City contribution of 25% of your deductible coverage
- Additional City contribution up to 25% of your deductible coverage if employee matches

Dental

Blue Cross Blue Shield of NC - Dental Blue

- Effective date is 1st of the month following 30-days after employment date
- City pays 100% for employee coverage
- Coverage is available for your spouse and dependent children at employee's expense

Monthly Premiums for Dependent Coverage at Employee's expense:

Employee/ Child(ren) - \$53.29

Employee/Spouse - \$36.90

Employee/Family - \$101.23

Plan Highlights:

- Calendar year maximum - \$2,000 per person
- Calendar year deductible - \$50 Individual/\$150 Family
- Class I Expenses (cleanings/x-rays) – 100% no deductible
- Class II Expenses (fillings/root canals/extractions) – 80% after deductible
- Class III Expenses (crowns/dentures/bridges) – 50% after deductible
- Class IV Expenses (orthodontia-children to age 26) - 50% after deductible/\$1,000 lifetime maximum

Vision

Blue Cross Blue Shield of NC – Blue 20/20

- Effective date is 1st of the month following 30-days after employment date
- City pays 100% for employee coverage
- Coverage is available for your spouse and dependent children at employee's expense

Monthly Premiums for Dependent Coverage at Employee's expense:

Employee/ Child(ren) - \$6.76

Employee/Spouse - \$6.08

Employee/Family - \$13.11

Plan Highlights:

In-Network

- Eye exam - \$10 co-pay
- Frames – 80% of balance over \$130 allowance
- Lenses – Copays varies based on type of lenses selected

Short Term Disability

- Effective date is 1st of the month following 30-days after employment date
- City pays 100% for employee coverage
- Benefit amount-60% of earnings
- Benefit begins on 15th day of disability
- Maximum benefit period of 26 weeks

Life Insurance

- Effective date is 1st of the month following 30-days after employment date
- City pays 100% for employee coverage
- \$100,000 basic life coverage/\$100,000 AD&D coverage (coverage reduces after 65 years of age)

Worker's Compensation

- All City employees are covered under the North Carolina Worker's Compensation Act. This act covers those employees who suffer injuries as a result of an injury or accident while performing job duties

Cancer/Critical Illness/Accident/Term & Whole Life/Dependent Life Insurances

- Voluntary insurance coverages available at employee's expense. Benefit is paid directly to the employee to offset medical expenses and deductibles

Flexible Spending Accounts

Medical

- Set aside up to \$2,700 per year on a tax-free basis to reimburse yourself for eligible medical expenses not reimbursed by any insurance plan you pay for yourself, spouse, or eligible dependents (ONLY AVAILABLE FOR EMPLOYEES NOT ELIGIBLE TO PARTICIPATE IN THE HSA PLAN)

Dependent care

- Set aside up to \$5,000 per year on a tax-free basis to reimburse yourself for dependent care expenses incurred

RETIREMENT

NC Local Governmental Employees' Retirement System

- Mandatory 6% employee contribution bi-weekly
- Death benefit - \$25,000 minimum \$50,000 maximum after 1 year of service
- Fully vested after 5 years in the System
- Retirement benefit based on salary, years of service, and retirement factor

401(k)

- Optional minimum \$10 employee contribution bi-weekly
- City contribution – 5% of gross salary (GS requires 5% City contribution for police officers-no employee contribution required)
- Pre-tax and/or Roth contributions
- Loan/hardship withdrawal options
- Employee's choice of investment options

Special Separation Allowance

- Annual compensation provided for eligible Law Enforcement Officers
- Must have completed 30 or more years of credible service **or** have attained 55 years of age and completed 5 or more years of credible service
- Payment ends at age 62

NC State Firemen's and EMS Pension Fund

- Voluntary after-tax contribution to the Fund
- \$10 per month; contributions cease after contributing for 20 years
- Payroll deduction
- Eligible to receive benefits after serving 20 years and attained 55 years of age

MISCELLANEOUS

Holidays

- 13 paid holidays per year (New Year's Day, ML King Day, President's Day, Good Friday, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving (2), Christmas (3))

Vacation Leave

- 10 days per year – 1 to 5 years (five year incremental increases thereafter)

Sick Leave

- 12 days per year; acceptance of unused sick leave from previous municipality after 5 years of service

Military Leave

- Employees who are members of any branch of the United States Armed Forces Reserves or National Guard are granted up to 2 calendar weeks per year for military training. Employees are entitled to all job rights specified by the USERRA

Uniform Allowance

- Employees who are required to wear City uniforms will be supplied with such or compensated an amount for care of the uniforms

Credit Union Membership

- Employees are eligible to join the NC State Employees Credit Union (Local). The Credit Union provides a variety of services such as checking accounts, savings, low interest loans and investment options

Educational Assistance

- Employee assistance for job related training expenses and educational leave

Employee Assistance Program (EAP)

- Employee assistance for personal related situations/issues for you and your family

Health Memberships

- Employee and household family members may use the City fitness facilities free of charge. Discount group rates are available to employees and family members at local fitness facility.

Wellness Program

- Incentives are provided throughout the year for wellness

Pay Periods

- Bi-weekly; direct deposit required

This document is intended to provide a brief summary of the benefits for full-time employees. Some benefits are available to certain part-time employees on a pro-rated basis. The official plan documents and/or contracts determine eligibility for benefits and coverage. If there is any discrepancy between this summary and the plan documents, the plan documents will prevail. At the discretion of the Council, and/or funds permitting, these benefits may be subject to change.