

COUNTY OF MOORE - HUMAN RESOURCES

OVERVIEW OF OUR BENEFITS PACKAGE FOR REGULAR FULL-TIME EMPLOYEES

The County of Moore offers their regular full-time employees a generous benefits package to complete a competitive package geared toward enticing and retaining the highest caliber of individuals to serve the citizens of Moore County.

HOSPITALIZATION

Provider: BlueCross BlueShield of NC / www.bluecrossnc.com

Type: Major Medical and Preferred Provider Organization (PPO)

Plan Year: July - June

Physician Co-pay:

PPO - Non-Specialist	PPO - Specialist
Co-pay is \$35.00 per visit	Co-pay is \$70.00 per visit
Non-PPO - 40% after deductible	

Deductible:

Individual	Family
PPO - \$1,500 per plan year Non PPO - \$3,000 per plan year	PPO - \$3,000 per plan year Non-PPO - \$6,000 per plan year

Out of Pocket Maximum Per Plan Year:

Individual	Family
PPO - \$5,000 per plan year Non PPO - \$9,000 per plan year	PPO - \$10,000 per plan year Non-PPO - \$18,000 per plan year

Hospitals:

Individual	
PPO: BlueCross BlueShield website: www.bluecrossnc.com or 1-800-777-0543	PPO - 30% Non-PPO - 40%

Eligibility Requirement for Regular Full-time Employees: **First day of Employment**

Coverage for Newly Acquired Dependents:

Spouse	Must complete the application within 30 days of marriage
Child	Must complete application within 30 days of birth, adoption, or custody of a foster child. For more information, see the Health Care Plan.

Pre-certification: Certification is required before an inpatient stay in any hospital. In the event of an emergency, approval can be obtained within 24 hours of admission. The phone number to call is listed on the back of your healthcare ID card.

Open enrollment: Is conducted annually prior to the start of the new plan year.

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PHARMACY

The cost is as follows, with no deductible:

	Individual	Family
Generic	\$10 per prescription	\$10 per prescription
Preferred Brand	\$150 deductible, then \$45 per prescription	\$300 deductible, then \$45 per prescription
Non-Preferred Brand	\$150 deductible, then \$60 per prescription	\$300 deductible, then \$60 per prescription

DENTAL

Provider: MetLife / www.metlife.com

Deductible:

Individual	\$50 per plan year
Family	\$100 per plan year

Percentages:

Preventive and Diagnostic Treatment	90% and NO deductible
Basic Services (fillings, root canals, etc.)	60% after deductible
Major Services (crowns, dentures, etc.)	50% after deductible
Child Orthodontia Covered Services	50% after deductible

Annual Benefit: \$1,500

Maximum Lifetime Benefit: Unlimited

Orthodontia	Child Only _Covered up to age 19
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Maximum Lifetime Benefit: \$1,500

Dependent Coverage Costs for Medical/Pharmacy: BlueCross Blue Shield

Employee Coverage	County pays 100% of cost
Spouse Only	\$177.00 per pay period (automatically deducted from employee's paycheck)
Child Only	\$ 79.00 per pay period (automatically deducted from employee's paycheck)
Children Only	\$155.00 per pay period (automatically deducted from employee's paycheck)
Family	\$221.00 per pay period (automatically deducted from employee's paycheck)

Dental Dependent Costs: MetLife

Spouse Only	\$16.00 per pay period (automatically deducted from employee's paycheck)
Child(ren) Only	\$16.00 per pay period (automatically deducted from employee's paycheck)
Family = Spouse and Child(ren)	\$32.00 per pay period (automatically deducted from employee's paycheck)

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LIFE INSURANCE

Life Amount: 2 x Basic Yearly Earnings

***Selection for dependent coverage **MUST** be made WITHIN the first 31 days of employment*

*Dependent Coverage Cost and Amount of Coverage: **Full Family** - .84 cents per pay period (every 2 weeks) with \$5,000 coverage on spouse, and children up to 26 years of age.*

Coverage for newly acquired dependents:

Spouse	Must complete within 30 days of marriage
Child	Must be complete within 30 days of birth, adoption, or custody of a foster child

NC401(k)

<https://participant.empower-retirement.com/participant/#/login>

Regular full-time employees receive an employer contribution of 2.5% based on their salary each pay period without an introductory period. Law enforcement personnel receive an employer contribution of 5% each pay period with no introductory period.

RETIREMENT SYSTEM

www.nctreasurer.com

Type: Local Governmental Employee's Retirement System

Employer Contribution: Amount to be determined by the State by July 1 each fiscal year

Employee Contribution: 6.00% per pay period (every 2 weeks)

Unreduced Benefits:

Age 65	With 5 years of creditable service
Age 60	With 25 years of creditable service
	With 30 years of creditable service

Death Benefit: Twelve months salary no less than \$25,000 and no more than \$50,000 (see Retirement Booklet for specific requirements)

CAFETERIA BENEFITS PLAN

www.americanfidelity.com

The Cafeteria Plan includes an Accident Plan, Cancer Plan, Community Eye Care, Health Care and Dependent Care Reimbursement Accounts, Flexible Spending Account, Life Insurance, Long-Term and Short-Term Disability Plan, Group Critical Illness Insurance, and Group Hospital Indemnity Insurance.

Enrollment is required within 30 days of employment and annually thereafter during our Open Enrollment.

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SICK TIME

Regular full-time employees earn 8 hours of sick time each month.

VACATION TIME

Regular full-time employees earn vacation hours in accordance with the following accrual codes:

ACCRUAL CODE	YEARS OF AGGREGATE SERVICE	ACCRUAL HOURS PER MONTH
80	<i>Less than 2 years</i>	8
81	<i>2 years but less than 5 years</i>	9
82	<i>5 years but less than 10 years</i>	11
83	<i>10 years but less than 15 years</i>	13
84	<i>15 years but less than 20 years</i>	15
86	<i>20 years or more</i>	17

HOLIDAY PAY

Regular full-time employees receive 12 paid holidays each year.

LONGEVITY PAY

In addition to regular salaries, longevity may be made annually in recognition of long-term service of regular full-time employees, who have served at least three (3) continuous years with Moore County and have scored at least proficient on their performance evaluation as of July 3rd of each year. Annual longevity pay amounts are based on the length of continuous service with Moore County and a percentage of the employee's annual rate of base pay on the date of eligibility as of July 3rd of each year, with the payment being made on the Wednesday before Thanksgiving. The percentage is based upon the following:

Years of Aggregate Service to Moore County	Longevity Pay Rate
<i>3 through 5 years</i>	1%
<i>6 through 10 years</i>	2%
<i>11 through 15 years</i>	3%
<i>16 through 20 years</i>	4%
<i>21 years or more</i>	5%