

Orange County . . . Where You Count

BENEFITS SUMMARY FOR PERMANENT ORANGE COUNTY EMPLOYEES

Orange County’s benefits are part of the total compensation package provided to employees, along with salary and wages. As shown below, the County provides many benefits at no cost to the employee. Employees share the cost of some benefits with the County, and pay completely for other benefits. While not as visible as wages and salary, benefits are a significant part of compensation. The total compensation is designed to retain valued employees and give employees protection from loss of income due to illness, disability, and retirement. Among the benefits are outstanding health coverage and leave benefits.

The benefits descriptions provided below are general in nature, and not all inclusive. Each permanent employee is scheduled to attend a Benefits Enrollment Session where details are discussed. For additional information, please contact:

Orange County
Human Resources Department
Email: humanresources@orangecountync.gov
Telephone: (919) 245-2550

An Equal Opportunity/Affirmative Action Employer

PROGRAM	BENEFIT	WHO PAYS
HEALTH INSURANCE	<ul style="list-style-type: none"> • Choice of traditional plan with co-payments, co-insurance and deductible or a high deductible health plan with a health savings account through Blue Cross Blue Shield • Enrollment is effective on the first day of the month following date of employment • Many preventive benefits at no cost to employee 	Orange County pays the full cost of employee coverage and part of the cost of dependent coverage.
DENTAL INSURANCE	<ul style="list-style-type: none"> • Group dental insurance benefits • Covers diagnostic and preventative services at 100% 	Orange County pays the cost of employee coverage. The employee pays the cost of dependent coverage.
ANNUAL LEAVE	<ul style="list-style-type: none"> • Bi-weekly leave time accrual (based on service and a 40 hour regular work schedule.) <ul style="list-style-type: none"> • 0-2 Years of Service = 125.84 hours/year • 2-5 Years of Service = 145.08 hours/year • 5-10 Years of Service = 173.68 hours/year • 10-15 Years of Service = 202.80 hours/year • 15-20 Years of Service = 231.40 hours/year • 20+ Years of Service = 260.52 hours/year • May be used for vacation, illness, religious observance, adverse weather, and other needs, upon supervisor approval 	Orange County
SICK LEAVE	<ul style="list-style-type: none"> • 96.20 hours earned each year based on a 40-hour regular work schedule • Unlimited accumulation • May be used for the employee’s illness or medical appointment or for the illness of an immediate family member as defined in policy 	Orange County
HOLIDAYS	<ul style="list-style-type: none"> • Eleven paid County holidays per fiscal year 	Orange County
RETIREMENT	<ul style="list-style-type: none"> • N.C. Local Governmental Employees’ Retirement System (Defined Benefit Plan) • Full retirement benefit after 30 years of retirement service, at age 60 with 25 years of service, or at age 65 with five years of such service • Reduced retirement benefit at age 50 with at least 20 years of retirement service or at age 60 with at least five years of such service • Death Benefit of up to \$50,000 after one year of retirement service 	The employee contributes 6% of annual salary. Orange County contributes the state mandated amount.
LIFE INSURANCE	<ul style="list-style-type: none"> • Group term life insurance benefits based on annual salary (maximum of \$50,000) • Option to purchase additional coverage for employee and dependents • Whole Life and Term Life options available 	Orange County pays for the employee group term life insurance. The employee pays for dependent coverage and may pay for additional coverage above what the County pays for the employee.
SUPPLEMENTAL RETIREMENT PLANS	<ul style="list-style-type: none"> • Current tax savings available through Traditional 401(k) with Prudential • Optional Deferred Compensation (457) Plan with Nationwide and/or ICMA-RC • Roth 401(k) (no tax deferral) with Prudential 	The employee may make a voluntary contribution to one or more plans. Orange County contributes \$27.50 a pay period, and will match up to \$63/pay period for general employees to one plan; 5% of salary for law enforcement officers to 401(k) only.
SUPPLEMENTAL INSURANCE	<ul style="list-style-type: none"> • Optional coverage available, including: <ol style="list-style-type: none"> 1. Short Term Disability 2. Accident Insurance 3. Critical Illness Insurance, including cancer 4. Hospital Indemnity 5. Vision plan 	The employee
TUITION REFUND	<ul style="list-style-type: none"> • Pays up to \$1,990 in a fiscal year for eligible courses 	Orange County
LONGEVITY PAY	<ul style="list-style-type: none"> • Recognizes Orange County service of 10 years and more • Annual, lump-sum payment of 1.5 to 4.5 percent of annual salary based on years of service 	Orange County
FLEXIBLE COMPENSATION PLAN	<ul style="list-style-type: none"> • Provides for optional tax sheltering of health and dental insurance premiums • Provides optional pre-taxed flexible spending accounts for medical expenses and dependent care expenses 	Dependent care plan is available to all permanent employees. Employees not participating in the high deductible health plan/health savings account may contribute to the medical spending account.

Additional benefits available to eligible employees include:

- Civil Leave
- COBRA
- Employee Assistance program
- Credit Union Membership
- Direct Payroll Deposit
- Discounts, including Orange County Sportsplex membership
- Employee Appreciation Program
- Family and Medical Leave (FMLA)
- Family Leave of Absence
- Flex-Time
- Funeral Leave
- Grievance Procedure
- Military Leave
- Paid Parental Leave (must qualify for FMLA to be eligible)
- Parking at worksite, at no cost
- Payroll Savings Bond Plan
- Retiree Health Insurance
- Service Awards Program
- Social Security
- Transfer Opportunities Program
- Wellness program
- Worker's Compensation