

SECTION 1

Insurance Benefits

Subject to budget appropriations, the County will provide medical insurance to all full-time employees at no cost to the employee.

In further efforts to promote healthy lifestyle choices, participants in the County healthcare plan who use tobacco products will be covered under the plan using a health savings account. This plan requires employees to make more conscious choices in the use of their plan benefits. For additional details contact the Human Resources Department.

Employees are eligible to obtain employee/spouse, employee/child, employee/children, or family medical insurance coverage by paying the additional monthly cost. Employees shall be enrolled in the programs in accordance with the provisions of the insurance contracts and on the first of the month after 30 days of employment.

Employees eligible for medical insurance may receive compensation to opt out of the County's program with proof of other medical coverage. Employees who wish to opt out of the County's program may do so during the annual open enrollment by contacting the Human Resources office.

SECTION 2

Unemployment Insurance

Local governments are covered by unemployment insurance. Wayne County employees who are laid off or released from the County's service may apply for unemployment compensation through the local office of the Employment Security Commission. Eligibility for unemployment insurance will be determined by the ESC.

SECTION 3

Retirement Benefits

Each permanent, full-time and regular part-time employee, as a condition of employment, must join the Local Governments Employee's Retirement System. Employees must contribute, through payroll deduction, the predetermined percentage of gross salary each month to the system. The County contributes an actuarially determined percentage of the gross payroll each month to the system.

As of July 1, 2019, employee and employer contributions will be based on total gross salary which includes the following pay types:

- Base Salary (includes sick and vacation pay)
- Holiday Pay
- Overtime
- Straight Time
- Fluctuating Overtime
- Retro Pay
- Sheriff's Special Officers' Pay
- Hospitalization Opt-Out
- Longevity
- Bonus

SECTION 4

Law Enforcement Officers Retirement Benefits

Law Enforcement Officer's Benefits are covered in a booklet provided by the Department of the State Treasurer of North Carolina.

SECTION 5

Insurance After Retirement

No post-retirement health insurance benefits will be provided for employees hired on or after July 1, 2009. Any full-time County employee, hired prior to July 1, 2009, who retires from service (regular or disability) under the provisions of the North Carolina Local Government Employee's Retirement System or the North Carolina Law Enforcement Officer's Benefit and Retirement Fund with fifteen (15) years of service with Wayne County can remain on the County group and must pay the entire premium. When an employee hired prior to July 1, 2009 has 25 years of continuous service with Wayne County at any age, the County of Wayne will pay the employee's premium in the group plan until age 65 at which time the retiree shall be switched to a Medicare supplement policy. The county will pay up to an individual rate amount per month toward the Medicare supplement. Retiree must pay the balance due.

SECTION 6

Tuition Reimbursement

The County of Wayne provides opportunities for employees to improve skills and job performance or to prepare themselves for promotion opportunities within the County service by means of a tuition assistance program.

A. Definitions

- **Approved Course:** An approved course is one which will either improve the employee's ability to perform his/her present job or will help prepare him/her for a job with the County which will demand a higher level of responsibility and/or skill.
- **Approved Institution:** Any accredited college, university, technical institute or correspondence school, or any other institution approved by the County.
- **Eligible Expenses:** At community colleges, tuition, registration fees, laboratory fees, required textbook(s) and student fees are eligible reimbursement expenses. Special equipment, supplemental reading books, tools, and miscellaneous supplies such as pencils and paper are not reimbursable expenditures. All reimbursement is subject to availability of funds.
- **Successful Course Completion:** Successful course completion will normally be construed to be a grade of "C" or better when grade letters are given. Otherwise, as in the case of Pass/Fail courses, or in the course when no grade is given, a written statement of successful completion from the instructor will be equally acceptable to demonstrate successful completion of a course.

B. Procedure/Rule

All full-time employees who have completed one year of service and who are not receiving educational financial assistance from another source will be eligible to apply for financial assistance under this program. In cases where an employee is receiving funds from another source that do not cover all the expenses, the County's program may be used to help defray costs over the amount of the funds received for approved courses. In order to apply for the tuition assistance program, the following steps are to be taken by the employee: