

# MECKLENBURG COUNTY

FOLLOW YOUR *calling* | FIND YOUR *career*



## HIGHLIGHT OF OFFERINGS:



Insurance Coverage



Wellness Program



Vacation & Holidays



Employee Discounts



Tuition Assistance



Health & Fitness Perks



Pet Insurance & Voluntary Benefits



Volunteer Match Program



Financial Wellness



Professional Development



Commuter Reimbursement



Vacation Cashout



Near - Site Clinics



401(k) & 457 Plans



Life & Disability Insurance



Retirement System

Careers.MeckNC.gov

# ***SUPPORTING YOUR JOURNEY THROUGH LIFE'S MAJOR MILESTONES***



## **Starting at MeckCo**

- Medical, Dental, Vision and Pharmacy
- Flexible Spending (FSA) and Health Savings Account (HSA)
- Pet Insurance
- Accident, Critical Care, Cancer, and Medical Bridge Insurance
- Holidays and Vacation Days
- 401(k) and 457 Plans
- NC Retirement System - Pension Benefit
- Rewards and Recognition
- Employee Discount Program
- Wellness Program
- Commuter Reimbursement
- Individual Development Plan (IDP)

## **Managing your Finances**



- Life and Disability Insurance
- Accident, Critical Care, Cancer, and Medical Bridge Insurance
- Flexible Spending Accounts (FSA) and Health Savings Account (HSA)
- Commuter Reimbursement
- 529 College Savings Plan
- Employee Assistance Program
- NC Retirement System
- 401(k) and 457 Plans
- Vacation Cash-Out



## **Starting a Family**

- Medical, Dental, Vision and Pharmacy
- Flexible Spending (FSA) and Health Savings Account (HSA)
- Paid Family Leave
- 529 College Savings Plan
- Employee Assistance Program
- Teleworking and Compressed Workweek Arrangements\*

## **Navigating Development**



- Online Learning Management System
- LinkedIn Learning; Online Educational Site
- Personal/Professional Development and Learning
- Tuition Assistance
- Mentorship Program
- Individual Development Plan (IDP)
- Life Planning and Readiness Classes



## **Planning for the Unexpected**

- Paid Family Leave
- Wellness Program
- Marathon Health - Near Site Clinics
- Disability and Life Insurance
- Accident, Critical Care, Cancer, and Medical Bridge Insurance
- Employee Assistance Program
- Leave of Absences
- Teleworking and Compressed Workweek Arrangements\*
- Teledoc

## **Preparing for Retirement**



- NC Retirement System - Pension Benefit
- 401(k) and 457 Plans
- Accident, Critical Care, Cancer, and Medical Bridge Insurance
- Health Savings Account
- Life Insurance
- Retiree Health Insurance and COBRA

# Benefits and Programs

**NC 401(k) and 457 Plan** includes both traditional (before-tax) and Roth (after-tax) savings. Mecklenburg County matches 5% of employee contributions in any one or a combination of plans for a total of 5%.

**529 College Savings Plan** makes saving for college easy with automatic contributions. This tax-advantage investment allows the ability to save for college on behalf of a child or yourself.

**Commuter Reimbursement** is a convenient way to save money and use pre-tax dollars for transportation and parking expenses.

**Employee Assistance Program** provides employee and household members with free, confidential assistance:

- **Confidential Emotional Support** - 6 sessions per issue.
- **Work-Life Solutions** - Referrals and resources for various needs such as child and eldercare, hiring movers or home repair contractors, planning events, and locating pet care.
- **Legal Guidance** - Talk with attorneys for practical assistance with your most pressing legal issues such as divorce, adoption, family law, wills, and more. Referrals for further legal representation are also available.
- **Financial Resources** - Financial experts can assist with a wide range of issues including retirement planning, taxes, insurance, relocation, budgeting, debt, and more.

**Employee Development** program offers diverse educational resources including online and in-person classes.

- **MeckEDU** - An online learning management system containing a variety of training and development modules.
- **LinkedIn Learning** - Free access to online resources.
- **Professional Development & Learning** - Internal and external class offerings.

**Employee Discount Program** provides various day-to-day savings.

**Disability Insurance** (short-term and long-term) is offered if you become unable to work due to illness or injury.

**Health and Fitness Perks** provides discounted memberships to fitness facilities, products and services.

**Healthcare Options** provides a combination of options to fit the needs of individuals, family or children. Dental and vision options are also available:

- **Health Savings Account (HSA)**
- **Flexible Spending Accounts (FSA)**
- **Teledoc** - Video consultations for minor health issues, behavioral health, and dermatology.

**Leave of Absences** may be approved for a variety of reasons, including but not limited to bereavement, military duty, jury duty, and more.

**Life Insurance provides** coverage to help protect individuals and their families from the financial impact of an unexpected loss of life:

- **Basic Term Life Insurance** provides automatic coverage for regular full-time employees in the amount equal to their annual salary.
- **Dependent Term Life Insurance** coverage of \$10,000 is available for dependents and spouse.
- **Supplemental Term Life Insurance** is available for regular full-time employees with the option to purchase up to six (6) times their annual salary (or up to \$1,000,000).

**Wellness Program** is designed to offer programs and services that promote health and well-being:

- **Employee Assistance Program** offers a wide variety of resources and services.
- **Wellness Incentive** is received after completing certain activities which could save up to \$1,000 a year.
- **Health & Wellness Perks** provides discounts on fitness facilities, devices, and other health rewards.
- **Financial Wellness** offers several financial resources and classes to help maximize financial health.

**Paid Family Leave** offers up to six weeks of fully paid family leave for eligible employees.

**Paid Time-Off (PTO)** includes vacation and sick time accrual based on years of service and twelve (12) paid holidays).

**Pet Insurance** is available for purchase from preventative care to significant medical incidents.

**Rewards and Recognition** programs celebrate behaviors that exemplify our shared values. There are a variety of programs that range from enterprise wide to department specific achievements.

**Pension Plan** provides retirement income from The Local Government Employees' Retirement System (LGERS) once vested after five (5) years of creditable service. 6% is deducted bi-weekly with an added contribution from the county of 8.95%.

**Tuition Reimbursement** is available to eligible employees for approved degree programs after two years of employment.

**Voluntary Benefit Insurance** provides financial protection from illnesses and injuries that provide coverage for extended treatment. Critical Care, Accident, Cancer, and Medical Bridge Insurance are available.

**Volunteer Match** program enables participation in various volunteer opportunities involving school-related functions, community agency involvement, or environmentally sound activities.