

MECKLENBURG COUNTY

FOLLOW YOUR *calling* / FIND YOUR *career*



HIGHLIGHT OF OFFERINGS:



Insurance Coverage



myTotal Health Wellness Program



Vacation & Holidays



Employee Discounts



Tuition Assistance



Health & Fitness Perks



Pet Insurance & Voluntary Benefits



Volunteer Match Program



Financial Wellness



Professional Development



Commuter Reimbursement



Leave of Absences



Near - Site Clinics



401(k) & 457 Plans



Life & Disability Insurance



Retirement System



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
- myTotal Health Wellness Program
- Commuter Reimbursement
- Individual Development Plan (IDP)

Supporting your journey through life's major milestones

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



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
- Library E - Cards; 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
- myTotal Health Wellness Program
- Our 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
- Telehealth

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:

- **Counseling Services** - 6 sessions per issue.
- **Childcare** - Referrals for a range of childcare needs such as: Emergency Back-Up Care and Before and After School Programs.
- **Eldercare** - Referrals for a range of eldercare needs such as: Home-Based Services, Housing, In-Home Care and Inpatient Services.
- **Legal** - Unlimited number of telephonic legal consultations are available per year. Referrals for further legal representation are also available.
- **Financial** - Unlimited number of telephonic financial consultations are available per year. Referrals for long-term financial consultation are also available.

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.
- **Library E-Cards** - 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:

- **Flexible Spending Accounts (FSA) and Health Spending Accounts (HSA)**
- **Telehealth** - 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).

myTotal Health 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 three (3) activities which will save employees \$1,000 a year.
- **Health & Wellness Perks** provides discounts on fitness facilities, devices and other healthy 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.