



CITY OF CHERRYVILLE EMPLOYEE BENEFITS

(UPDATED JULY 2023)

CITY OF CHERRYVILLE NEW EMPLOYEE PORTAL

All of the employee benefit information is available on our website, www.cityofcherryville.com. Once you access the website, click on the GOVERNMENT tab across the top and in the drop down click on CITY CLERK & HUMAN RESOURCES.

HEALTH INSURANCE

The City of Cherryville (COC) provides health insurance for its full time employees through Blue Cross Blue Shield at no cost to the employee. Dental coverage for all full time employees is provided through Delta Dental at no cost to the employee. The COC will pay 40% of dependent coverage and the employee is required to pay the other 60%. Coverage is effective on the first of the month following 60 days from hire date. If an employee chooses to cover a spouse or child/children the deductions will begin a month in advance from their pay. Below are the rates effective July 1, 2022:

	<u>MEDICAL PLAN</u>	<u>DENTAL</u>	<u>VISION</u>
Employee Only	0.00	No Cost	\$1.81
Employee/Spouse	\$212.57 weekly	\$4.06	\$3.44
Employee/Child(ren)	\$ 65.30 weekly	\$5.82	\$3.62
Employee/Family	\$314.83 weekly	\$11.30	\$5.33

VISION

The COC offers Vision through Blue Cross Blue Shield effective the 1st of the month following 60 days from hire date and deductions will begin a month in advance from employees pay.

Employee Only	\$1.81 weekly
Employee/Spouse	\$3.44 weekly
Employee/Child(ren)	\$3.62 weekly
Employee/Family	\$5.33 weekly

BASIC LIFE INSURANCE

The COC provides \$20,000 basic life insurance to all full time employees at no cost to the employee.

SUPPLEMENTAL PLANS

The COC offers Voluntary Term Life, Short Term Disability, and Long Term Disability, Critical Illness and Accident plans to all full time employees. A new employee can choose any of these when hired with no questions asked. If an employee chooses any plans after being hired, they will be required to fill out an Evidence of Insurability Form (EOI Form). Contact city clerk for this form.

NC STATE RETIREMENT PLAN

As a NC public employee, your retirement benefits are administered by the Department of State Treasurer's Retirement Systems Division. Each full time employee is required to contribute 6% of their gross earnings each week to their account with the Retirement System. This is a tax-deferred deduction. The city contributes 12.18% for general and fire employees, and 13.04% for law enforcement employees. Retirement contributions start with the employee's first payroll. The highlights of the retirement plan are explained on the retirement website at www.myncretirement.com.

401-K RETIREMENT PLAN

The COC provides contributions to the 401K plan through Empower, for all full time employees. The city contributes 5% each week and employees can contribute as well.

CREDIT UNION MEMBERSHIP

COC employees are eligible for membership in the NC Local Government Employee's Credit Union (NCLGECU). Administration of this credit union is being provided under contract with the NCLGECU.

PROBATIONARY PERIOD

All full time employees will receive a raise of 2.5% after six (6) months of employment (based on a recommendation by the department head and a satisfactory probation period is complete).

VACATION ACCRUAL

Vacation leave for full time employees, is accrued by years of service. Vacation time starts accruing immediately upon employment but cannot be used or taken until after a six (6) month probationary period is complete, without approval from the Department Head or Supervisor.

 0-2 years	10 days per year, 6.67 hours per month
 3-5 years	12 days per year, 8 hours per month
 6-9 years	15 days per year, 10 hours per month
 10-15 years	18 days per year, 12 hours per month
 16-20 years	20 days per year, 13.34 hours per month
 20 plus years	24 days per year, 16 hours per month

SICK ACCRUAL

All full time employees will accrue eight (8) hours of sick time each month (96 hours per year). Sick time starts accruing immediately upon employment but cannot be used or taken until after a six (6) month probationary period is complete, without approval from the Department Head or Supervisor.

LONGEVITY PAY

COC full time employees will receive longevity pay once a year, after they have been employed with the COC for five (5) full years as of November 1. The percentage rate below was adopted July 1, 2021. If an employee's percentage base is not as great as the old flat dollar amount, the employee will still earn the flat rate, if the employee was hired before July 1, 2021. All employees was hired after July 1, 2021, will be on the percentage base longevity pay.

OLD FLAT AMOUNT

🍒 5-7 years	\$ 350.00
🍒 8-10 years	\$ 550.00
🍒 11-13 years	\$ 850.00
🍒 14-16 years	\$1,000.00
🍒 17-19 years	\$1,250.00
🍒 20 or more	\$1,500.00

NEW PERCENTAGE RATE

🍒 5-10 years	1.00% of annual salary
🍒 11-15 years	1.50% of annual salary
🍒 16-20 years	2.25% of annual salary
🍒 25-25 years	3.25% of annual salary
🍒 Over 26 years	4.50% of annual salary

HOLIDAY PAY

All full time COC employees are given twelve (12) paid holidays per year, as approved by the City Council. The holidays are:

- 🍒 New Year's Day
- 🍒 Martin Luther King's Birthday
- 🍒 Good Friday
- 🍒 Memorial Day
- 🍒 Independence Day
- 🍒 Labor Day
- 🍒 Veteran's Day
- 🍒 Two Days at Thanksgiving and
- 🍒 Three Days at Christmas

DIRECT DEPOSIT FOR PAYROLL

COC requires direct deposit for all employees to any bank the employee may choose. Multiple banks can be used for multiple direct deposits. The COC also offers payroll deductions for loans or savings accounts with any bank.

HEALTH INSURANCE BENEFITS FOR RETIREES

Employees Hired on or after June 1, 2022

An Employee who retires from the City of Cherryville with 25 or more consecutive years of service with the City of Cherryville is entitled to receive the same health insurance coverage (Medical only) provided to full time employees. The City of Cherryville pays 100% of the premium for the retired employee that has 25 or more consecutive years with the City of Cherryville. Definition of retirement is beginning to receive monthly payments from Local

Government Employees Retirement System (LGERS). Retired employees on the medical plan upon retirement are not allowed to cover dependents. The Retired employee will remain on the Medical plan until their 65th Birthday or Social Security disability.

Employees Hired prior to June 1, 2022 (Current Employees)

An Employee who retires from the City of Cherryville with 22 or more years of service with the City of Cherryville is entitled to receive the same health insurance coverage (Medical only) provided to full time employees. The City of Cherryville pays 100% of the premium for the retired employee that has 22 or more years with the City of Cherryville. Definition of retirement is beginning to receive monthly payments from Local Government Employees Retirement System (LGERS). Retired employees on the medical plan upon retirement are not allowed to cover dependents. The Retired employee will remain on the Medical plan until their 65th Birthday or Social Security disability.

EMPLOYEE ASSISTANCE PROGRAM

The COC provides an Employee Assistance Program (EAP) to all employees. The intent of the program is to help employees, and their family members, live and work more productively by providing professional guidance in overcoming personal problems, especially when those problems are affecting job performance. EAP provides free, confidential assessment, counseling, and referral services in a professional setting. If you or a family member needs this program please contact 704-481-1332 or text 704-692-9814.

YMCA CORPORATE MEMBERSHIP

The City of Cherryville has partnered with the YMCA for a BETTER YOU! Being a Y member has shown that better health leads to better work performance. Exercising will help you have a balanced spirit, mind, and body as well as improve stress management. Take the first step toward a healthier lifestyle when you sign up for a YMCA membership as part of your employee benefit package.

<u>Membership Category</u>	<u>Standard Monthly Rate</u>	<u>75% Discount</u>	<u>Employee Rate</u>
Student (12 to 25 years old)	\$30.00	\$22.50	\$7.50
Adult (12 to 25 years old)			
One Adult	\$55.00	\$41.25	\$13.75
One Adult & Dependents	\$64.00	\$48.00	\$16.00
Two Adults	\$76.00	\$57.00	\$19.00
Two Adults & Dependents	\$85.00	\$63.75	\$21.25
Senior (62 & Older)			
One Senior Adult	\$48.00	\$36.00	\$12.00
One Senior Adult & Dependents	\$57.00	\$42.75	\$14.75
Two Senior Adults	\$68.00	\$51.00	\$17.00
Two Senior Adults & Dependents	\$77.00	\$57.75	\$19.25

(Join within the first 30 days of employment and \$50.00 Joining Fee is waived. 50% off joining fee thereafter)

Membership Benefits:

- 🍒 Full access to all four YMCAs of Gaston County and Nationwide YMCA access to hundreds of Y's across the country (must use Gaston County 51% of the time)
- 🍒 Child watch, complimentary on-site childcare while using the facility with a household membership
- 🍒 Access to group exercise, water fitness classes, and our virtual Y
- 🍒 Reduced rates on Youth Sports, Swim Lessons, and other select youth and adult programs
- 🍒 Fitness Orientation, free wellness one-on-one with fitness coach

Cherryville Family YMCA 215 North Mountain St. Cherryville, NC 28021	Pharr Family YMCA 208 Main Street McAdenville, NC 28101	Stowe Family YMCA 196 YMCA Drive Belmont, NC 28012	Warlick Family YMCA 2221 Robinwood Road Gastonia, NC 28054
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