

Yadkin County

come for a visit, stay for a lifetime

Benefit	Vendor	County Provided Benefit	Employee Cost
Vacation Leave	Yadkin County	Full-time employees accrue vacation leave hours based on years of service. See Personnel Policies.	None
Sick Leave	Yadkin County	Full-time employees accrue 8 hours of sick leave each month. Employees out for Workers Compensation or on Leave without pay do not accrue sick leave.	None
Holidays	Yadkin County	13 paid holidays include: New Year's Day, Martin Luther King Jr Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, three days at Christmas, and one floating holiday.	None
Medical Insurance (Cigna network)	ACS Benefit Services	The County pays for Medical Insurance for all Full-time County Employees. For Spouse and/or Dependent coverage, the employee pays for the additional coverage.	None
HRA	ACS Benefit Services	The County covers the first \$600 of Employees \$2,500 Deductible. Available to Employees enrolled in County Medical Insurance.	None
Life Insurance	USABLE	The County pays employee's first \$25,000 in life insurance policy coverage. Available to Full-time County Employees.	None
Retirement (LGERS)	NC Dept. of State Treasurer	Full Retirement benefit after 30 years of service and death benefit is offered. Yadkin County contributes 13.65% for regular employees and 15.04% for Law Enforcement Officers.	N.C.G.S requires 6% employee contribution.
Employee Assistance Program	Kelly Consulting Service/Blue Ridge Counseling	Counseling services available to Full-time County Employees. The first three visits are free. Services provided are private and confidential.	None
Workers' Compensation	NCACC Risk Pool	The County's Workers Comp. carrier provides weekly benefits dependent on employee's salary.	None
Employee Wellness	Innovative Employers Health Solutions	Available to employees enrolled in the County's Medical Insurance. See Innovative Employer Health Solutions flyer for list of services offered.	None
Longevity Pay	Yadkin County	Full-time County Employees earn after 5 years of continuous service with Yadkin County.	None

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Program	Vendor	Flexible Benefit (Option to Enroll)	Employee Cost
Dental and Vision Insurance	Principal	Dental: Two coverage options available are Traditional or Preferred. Vision: One option available. Available to Full-time County Employees. Employee pays for these options.	Determined by Employee
Prescription Drug Plan	SONA	Medication Supplies: 30 day and 90 day prescriptions with mail order options. Available to employees enrolled in the County's Medical Insurance. Please contact SONA for more information.	Determined by Prescription
Disability Insurance	USABLE	Short Term and Long-Term coverage available at cost to employee. Available to Full-time County Employees.	Determined by Employee
Supplemental Insurance	Colonial Life	Employee pays for coverage. Insurance Plans available: Accident, Cancer, Critical Illness, Hospital and Life. Available to Full-time County Employees.	Determined by Employee
401(k)	Empower	Voluntary participation. County matches up to 2% of salary for Full-time County Employees with Employee contribution. Law Enforcement Officers receive 5% match.	Determined by Employee
457(b)	Nationwide	Supplemental retirement plan that allows employees to set aside payroll-deducted contributions on a pre-tax basis.	Determined by Employee
Flexible Spending Account (FSA)	ACS Benefit Services	Pre-tax account that can be used to pay for medical, dental and vision expenses. Contributions are automatically deducted from employees pay. Maximum Contribution for 2024-2025 is \$3,050. Available to Full-time County Employees.	Determined by Employee

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Program	Discounts/Incentives	Employee Cost
Local Tax Payments	Yadkin County Property Taxes are available to be paid through payroll deductions.	Determined by Employee
Cost of Living Adjustment (COLA)	Assessed annually by the County and contingent upon funding.	None
Performance Pay Increase	Performance pay increases are given to staff who go above and beyond the day-to-day duties/expectations of their jobs and exhibit the County's values.	None
Staff Development	Ongoing training for professional development and growth, certifications, and education incentives.	None
Certification Incentives	Full-time employees are eligible for a one-time performance bonus/pay increase for obtaining certification or educational attainments, as outlined in Personnel Policies.	None
Fitness Membership (YMCA)	Reduced membership options to the YMCA. The membership is payroll deducted and enrollment is available at any time. Family members (spouse and children under 26) are eligible to participate.	Determined by Employee