

# Yadkin County

come for a visit, stay for a lifetime

Benefit	Vendor	County Provided Benefit	Employee Cost
<b>Vacation Leave</b>	Yadkin County	Full-time employees accrue vacation leave hours based on years of service. See Personnel Policies.	None
<b>Sick Leave</b>	Yadkin County	Full-time employees accrue 8 hours of sick leave each month. Employees out for Workers Compensation or on Leave without pay <b>do not</b> accrue sick leave.	None
<b>Holidays</b>	Yadkin County	<b>13 paid holidays include:</b> 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
<b>Medical Insurance (Cigna network)</b>	ACS Benefit Services	The County pays for Medical Insurance for all Full-time County Employees. <b>For Spouse and/or Dependent coverage, the employee pays for the additional coverage.</b>	None
<b>HRA</b>	ACS Benefit Services	The County covers the first \$600 of Employees \$2,500 Deductible. Available to Employees enrolled in County Medical Insurance.	None
<b>Life Insurance</b>	US Able	The County pays employee's first \$25,000 in life insurance policy coverage. Available to Full-time County Employees.	None
<b>Retirement (LGERS)</b>	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.
<b>Employee Assistance Program</b>	Kelly Consulting Service/Blue Ridge Counseling	Counseling services available to Full-time County Employees. <b>The first three visits are free.</b> Services provided are private and confidential.	None
<b>Workers' Compensation</b>	NCACC Risk Pool	The County's Workers Comp. carrier provides weekly benefits dependent on employee's salary.	None
<b>Employee Wellness</b>	Innovative Employers Health Solutions	<b>Available to employees enrolled in the County's Medical Insurance.</b> See Innovative Employer Health Solutions flyer for list of services offered.	None
<b>Longevity Pay</b>	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
<b>Dental and Vision Insurance</b>	Principal	<b>Dental:</b> Two coverage options available are Traditional or Preferred. <b>Vision:</b> One option available. Available to Full-time County Employees. Employee pays for these options.	Determined by Employee
<b>Prescription Drug Plan</b>	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
<b>Disability Insurance</b>	US Able	Short Term and Long-Term coverage available at cost to employee. Available to Full-time County Employees.	Determined by Employee
<b>Supplemental Insurance</b>	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
<b>401(k)</b>	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
<b>457(b)</b>	Nationwide	Supplemental retirement plan that allows employees to set aside payroll-deducted contributions on a pre-tax basis.	Determined by Employee
<b>Flexible Spending Account (FSA)</b>	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
<b>Local Tax Payments</b>	Yadkin County Property Taxes are available to be paid through payroll deductions.	Determined by Employee
<b>Cost of Living Adjustment (COLA)</b>	Assessed annually by the County and contingent upon funding.	None
<b>Performance Pay Increase</b>	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
<b>Staff Development</b>	Ongoing training for professional development and growth, certifications, and education incentives.	None
<b>Certification Incentives</b>	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
<b>Fitness Membership (YMCA)</b>	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