

(for those employees who are benefit eligible)

**BENEFITS FOR PURCHASE WHICH YOU CAN ONLY CHANGE:**

1. during your first 30 days of employment
2. within 30 days of a verified “qualifying life event”
3. during Burke County’s, annual “Open Enrollment”  
(which typically occurs in May each year during which time our employees select their coverages for the upcoming July 1-June 30)

- **HEALTH INSURANCE** – Blue Cross Blue Shield, Article VI. Section 6.02
- **PPO** – Preferred Provider Organization Health Insurance
- **HSA** – Healthcare Savings Account

Note: Health insurance coverage begins on the first day of the first month following 30 calendar days of active, qualifying employment

- **DENTAL INSURANCE** – Ameritas, Article VI. Section 6.02

Note: Dental insurance coverage begins on the first day of the first month following 30 calendar days of active, qualifying employment.

- **VISION INSURANCE** – CEC Community Eye Care

Note: CEC Vision insurance coverage begins on the first day of the first month following your date of hire.

- **COLONIAL VOLUNTARY INSURANCES:**

- Critical Illness
- Cancer Assist
- Accident
- Hospital Confinement

- **FLEXIBLE SPENDING ACCOUNT/FSA** – AmeriFlex, Article III., Section 6.03

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## **BENEFITS FOR PURCHASE YOU CAN CHANGE AT ANY TIME**

Available to all FT and Benefited PT Employees and their dependents who are covered by one of Burke County's BlueCross Blue Shield medical plans (PPO or HSA)

- **COLONIAL LIFE INSURANCE:**
  - Disability-income replacement
  - Whole Life Insurance
  - Term Life Insurance
- **RELIANCE STANDARD INSURANCE:**
  - Term Life Insurance
- **457(b)—NATIONWIDE INSURANCE.** See County MATCH (for those who elect to contribute), Article VI. Section 6.07
- **457(b)/401(k)/Roth—PRUDENTIAL INSURANCE.** See County MATCH (for those who elect to contribute), Article VI. Section 6.07

Note: you may also change both Federal and State tax withholdings at any time.

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## **FREE AND AUTOMATIC BENEFITS**

- **HEALTH AND WELLNESS CLINIC:** WELLWORx—Carolinas Healthcare System at Blue Ridge  
Available to all FT and Benefited PT Employees and their dependents who are covered by one of Burke County's BlueCross Blue Shield medical plans (PPO or HSA) Article VI., Section 6.14.  
Eligibility for use of clinic begins on the same date the health insurance begins (first day of first month following 30 days of qualifying employment).

**WELLWORx** by Carolinas HealthCare System—Blue Ridge  
Morganton Heights Shopping Center  
695 W. Fleming Drive  
Morganton, NC 28655  
Phone (828) 580-3309  
Fax (828) 475-6614  
Health Coach 828-580-6633 or 828-580-6213

- **EMPLOYEE ASSISTANCE PROGRAM/EAP**  
The Counseling Group  
Morganton/Hickory/Lenoir, 1-828-322-9130  
6 free visits per issue, in-person or by telephone, confidential, after-hours available
- **\$15,000 TERM LIFE/AD&D INSURANCE** –Dearborn National Life Insurance, Article VI. Section 6.04
- **HOLIDAY LEAVE**, Article VII. Section 7.02
- **VACATION LEAVE**, Article VII. Section 7.03
- **SICK LEAVE**, Article VII. Section 7.04
- **PARENTAL SCHOOL LEAVE**, Article VII. Section 7.12
- **COMP TIME LEAVE**, Article III, Section 3.08
- **LONGEVITY PAY**, Article III. Section 3.10 ○ 10 years +2% ○ 15 years +4% ○ 20 years +6%
- **MATCHING CONTRIBUTION UP TO 2% for 457(b), 401(k), ROTH IRA** for those employees who voluntarily contribute to any combination of these 3 plans), Article VI. Section 6.07
- **TUITION ASSISTANCE** (which meet policy guidelines), Article VI., Section 6.12
- **DISCOUNTS:**
  - AT&T
  - Verizon
  - Blue 365
  - Phifer Wellness/Fitness Center
  - Blue Cross Blue Shield Healthways