

TOWN OF CHAPEL HILL BENEFITS SURVEY  
WINTER 2005

Full Time Employee Benefits	Town of Chapel Hill	UNC Hospital	City of Burlington	Town of Hillsborough	Orange County	OWASA	City of Raleigh	Town of Cary	Wake County	Town of Carrboro	CHCCS	City of Durham	Durham County	UNC-CH
Vacation/Annual Leave (days per year)	10 to 26 depending on years of service	11.75 to 25.75 days depending on years of service	12 to 24 days depending on years of service	12 to 26 days depending on years of service	12 to 28.8 days depending on years of service	12 to 27 depending on years of service	12 to 24 depending on years of service	10 to 24 depending on years of service	12 to 26 depending on years of service	12 to 26 depending on years of service		12 to 23 days depending on years of service	11.87 to 25.87 days depending on years of service	11.75 to 25.75 depending on years of service
Sick Leave (days per year)	12 days/year no cap on accrual	12 days/year no cap on accrual	12 days/year	12 days/year no cap on accrual	12 days/year no cap on accrual	12 days/year no cap on accrual	12 days/year	12 days/year	12 days/year no cap on accrual	12 days/year no cap on accrual	12 days per year	12 days/year no cap on accrual	12 days/year no cap on accrual	12 days/year no cap on accrual
Holidays (paid per year)	11	11 or 12 depending on how holidays fall	10	11 or 12	11	11	11	11 to 12 depending on where holidays fall	11 or 12	11	10 per year	11	11-12 depending on when holidays fall	12
Funeral Leave (days per occurrence/year)	3 days per year	3 days in state 5 days out of state	none, must use sick leave	3 days per occurrence	3 days per occurrence for immediate family	3 days per occurrence	n/a	use of sick leave 5 days for immediate family. 3 days for close relative	can use 3 days of sick leave	5 days per year	may use sick or annual leave	5 days for immediate family members	3 days per year	use sick or annual leave
Longevity Pay (amount or percentage paid)														
2 to 4 years	0	0		.75% for <1 yr	0	0	Employees hired on or before 6/30/1993 receive 2.1% of salary as of 12/1.		None for employees hired after 6/16/1995	0	0	0	0	0
5 to 9 years	\$500	0	1%	1% for 1-3 yrs	0	0				0	0	\$400	0	0
10 to 14 years	\$650	1.50%	2%	1.5% for 3-5 yrs	1.50%	1.50%			1.50%	\$230	1.5%	\$500	1.50%	1.50%
15 to 19 years	\$800	2.25%	3%	2.5% for 5-10 yrs	2.25%	2.25%			2.25%	\$425	2.25%	\$600	2.25%	2.25%
20 to 24 years	\$1,000	3.25%	4%	3.75% for 10-20 yrs	3.25%	3.25%	Employees hired on or after 7/1/1993 receive 1% of salary.	n/a	3.25%	\$615	3.25%	\$700	3.25%	3.25%
25 or more years	\$1,200	4.50%	5%	5% for >20 yrs	4.50%	5.00%			4.50%	\$810	4.50%	\$800	4.50%	4.50%
Health Insurance (amount or percentage paid by employer for:)														
Employee Only	100%	100%	100%	100%	\$394.24	\$468.23	100%	100%	\$348.00	100%	\$321.17	High/Low	Durham County has a cafeteria plan. Each employee receives \$444 Flex Credit per month to purchase benefits	100%
Employee/Children	50%	0	70%	0	\$590.84	\$553.22	\$118.17	50%	\$348.00	50%	\$321.17	\$258.49/\$265.55		0%
Employee/Spouse	50%	0	70%	0	\$627.92	\$708.20	\$165.50	50%	\$348.00	50%	\$321.17	\$743.00/\$730.81		0%
Employee/Family	50%	0	70%	0	\$812.42	\$828.77	\$251.55	50%	\$348.00	50%	\$321.17	\$453.44/\$449.67		0%
Are domestic partners covered?	yes	n/a	no	no	Yes	no	no	no	no	yes		yes	yes	no
Dental Insurance (optional or employer paid)	optional	Optional	employer paid	employee only 100% paid	employee only 100% paid	employer paid	employee only 100% paid	employee only paid 100%	employee only paid 100%	optional	optional	employee only paid 100%	eligible for Flex Credit	optional
Is full or partial dependant coverage included?	employee paid	employee paid		no	employee pays for dependent coverage	yes	yes	employee pays for dependent coverage	employee pays for dependent coverage	employee pays	employee pays	employee pays	eligible for Flex Credit	employee pays
Life Insurance (coverage amount employer paid)	\$20,000	multiple plans offered on a voluntary basis. All are employee paid.	1.5x annual salary	1x annual salary up to \$50,000	1x annual salary rounded to next higher \$1000 up to \$50,000	2x annual salary up to \$100,000 double indemnity provision	1x annual salary doubles for accidental death	1x annual salary up to max of \$150,000	1x annual salary	\$15,000	none	1x annual salary up to \$50,000	employees may choose 1x to 3x salary Eligible for Flex Credit	optional employee pays
Disability Insurance (explain in detail waiting period, salary percentage, etc.)	1 month waiting period. 50% of weekly earnings. May take 1/4 days sick leave each day to equal 75% of weekly earnings	60 day waiting period after 1 year 50% salary and longevity	n/a	7 day waiting period	n/a	3 months waiting period 60% of monthly compensation/max of \$2,500	voluntary employee paid	after exhaustion of sick leave STD begins after day 7, no waiting period for otj injury pays 1/2 regular rate not to exceed 20 hrs/work week	Employee can purchase weekly STD between \$100 and \$600, but not more than 2/3 salary. 25 to 30 day waiting period.	30 day waiting period. \$250/month or optional buy up to 60% of monthly earnings	optional	STD employer paid	STD and LTD in 50%, 60%, or 66.6% of salary. Eligible for Flex Credit STD has 14 day waiting period. LTD has 6 month waiting period	employees must contribute to TSERS or ORP to be eligible for disability insurance STD after 1 yr of cont. svc. Earned within 36 mo preceding disability. LTD after 5 yrs cont svc within in 96 mos prior to end of STD period
Death Benefit (explain in detail)	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	\$50,000 employer paid after 1 year	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	LEO only Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	Local Government Employees Retirement system min of \$25,000 up to \$50,000.	n/a
Local Government Employees Retirement System														
Employee contribution required?	yes		yes	yes	yes	yes	yes	yes, for emps working more than 20 hrs/week	yes	yes	yes	yes	yes	yes
Amount of required employee contribution	6%		6%	6%	6%	6%	6%	6%	6%	6%	5%	4.9%	6%	6%
Employer contribution? (yes/no)	yes		yes	yes	yes	yes	yes	yes	yes	yes	no	yes	yes	yes
% employer contribution non LEO	4.9%		actuarially determined amount	4.94%	4.88%	4.89%	4.85%	4.87%	4.80%	4.88%	none	none	none	none
% employer contribution LEO	4.78%	n/a	actuarially determined amount	4.78%	4.88%	n/a	4.85%	4.78%	4.80%	4.78%	n/a	5%	4.88%	n/a
State 401(K) Plan														
% employer contribution for non LEO	5%	n/a	6%	4.85%	\$25 per pay period	n/a	n/a	5%	5%	3%	none	5%	5%	5%
% employer contribution for LEO	5%	5%	6%	5%	5%	n/a	5%	5%	5%	5%	none	5%	5%	none
Tuition Assistance (amount reimbursed per year)	\$500 per fiscal year	100% at UNC School System \$1,518.26 max at others	\$900/year	No limit-approved on a case by case basis	\$600 per fiscal year	\$1,000 per year	\$2,000 per fiscal year	\$800 per fiscal year	\$1,200 per fiscal year	\$300 per fiscal year	\$1,000 per year	\$400 per year	\$500 per year	one course per employee per year
457 Plan Offered?	yes	Yes	yes	No	yes		City match \$2 for each \$1 up to 1.5% 3% contribution of salary for civilians	yes	yes	no	yes	Yes	yes	yes
Employer amount/percent	none	none	none		none			none	none	no	none	5% for firefighters only	employees decides whether to put 5% employer contribution to 401(k) or 457	
Other Benefits paid by employer (explain in detail)	EAP	pension plan contribution at 6.82%	Vision Insurance EAP	2 days personal leave/year 14 hrs petty leave per fiscal year	In-house vision program referral fee safety shoes		EAP, reimbursement accounts for medical, dependant care, parking, 12 hrs petty leave/year, savings bonds, wellness center	EAP	LTD for employees in years 2-5 of employment				If the employee has not used all flex dollars the County will contribute what's left to either Health Care reimbursement or Child Care reimbursement account	Service Awards Banquet