

### Town of Chapel Benefits Survey December 2003

Full Time Employee Benefits	Town of Chapel Hill		City of Burlington		Town of Carrboro	
Vacation/Annual Leave	12 - 26 days per year depending on years of service	2	12 - 24 days per year depending on years of service.	1	12 - 26 days per year depending on years of service.	2
Sick Leave	1 day per month. No cap on accrual.	2	1 day per month. No cap on accrual.	2	1 day per month. No cap on accrual.	2
Holidays	11 paid Holidays	2	10 paid Holidays	1	11 paid Holidays	2
Funeral Leave	3 days per calendar year.	2	5 sick days for death of immed.family member. 3 duty days for firefighters.	3	5 days per 12 month period	3
Longevity Pay (for those with %, rather than a dollar amount, the % was converted to \$, based on average salary of \$28,000 for Chapel Hill comparisons only.)	5 but < 10 yrs. = \$500 10 but < 15 yrs. = \$650 15 but < 20 yrs. = \$800 20 but < 25 yrs. = \$1000 25 & > yrs. = \$1200	2	All have a max. of \$3,500. 5 but < 10 yrs. = 1% (\$280) 10 but < 15 yrs. = 2% (\$560) 15 but < 20 yrs. = 3% (\$840) 20 but < 25 yrs. = 4% (\$1120) 25 & > yrs. = 5% (\$1400)	3	5 but < 10 yrs. = \$225 10 but < 15 yrs. = \$415 15 but < 20 yrs. = \$600 20 & > yrs. = \$790	3
Health Insurance	Employee Only = 100% paid Employee/Children = 50% Employee/Spouse = 50% Family = 50%	2	Employee Only = 100% Employee/Children = 37% Employee/Spouse = 37% Family = 47%	2	Employee Only = 100% Employee/Dependent = 50%	2
Dental Insurance	Optional - employee may purchase	1	Employee Only = 100% paid 1 dependent - 50% paid by employee Family - 60% paid by employee	3	Optional - employee may purchase	1
Life Insurance	Pays \$20,000.	1	Pay one and 1/2 times the employee's annual salary. 1 x salary up to \$20,000 (LGRS)	3	Pays \$15,000. Supplemental @ employee's expense.	1
Disability Insurance	Provides 50%, short & long term. Wait Period - 30 days.	1	Not provided, but available in form of private policy.	0	\$250.00 short term benefit. Long term available through LGRS.	1
LGRS/LEO	Yes. 4.91% to non-LEO 4.78% to LEO	2	4.91% for non-LEO Yes. 4.78% LEO	2	4.88 % to non-LEO 4.78% to LEO	2
State (401K) Plan	5% employer contribution	2	5% employer contribution to LEO 5% employer contribution to non-LEO	2	5% employer contribution to LEO 3% employer contribution to non-LEO	2
457 Plan	Yes, No employer contribution		not offered	0	No	0
Tuition Assistance	\$500 per fiscal year.	1	City pays 1st \$300 @ 100%, then pays 50% to a \$900 maximum.	2	\$300 per employee per year for first 10 employees.	1
<b>Score Totals</b>		<b>21</b>		<b>24</b>		<b>22</b>

### Town of Chapel Benefits Survey December 2003

Full Time Employee Benefits	Town of Cary		City of Durham		Town of Hillsborough	
Vacation/Annual Leave	10 - 24 days per year depending on years of service.	1	12 - 23 days per year depending on years of service.	1	12 - 26 days per year depending on years of service. Annual cap - 240 hr.	2
Sick Leave	12 days for each calendar year of service	2	1 day per month. No cap on accrual.	2	1 day per month. No cap on accrual.	2
Holidays	11 or 12 paid Holidays	3	11 or 12 paid Holidays	3	12 paid Holidays	3
Funeral Leave	None.	0	5 days per year for death of immediate family member.	3	3 days per occurrence for death of immediate family member.	3
Longevity Pay (for those with %, rather than a dollar amount, the % was converted to \$, based on average salary of \$28,000 for Chapel Hill comparisons only.)	None.	0	Longevity pay ended in 1998. Employees grandfathered.	0	< 1 yr. (prorated @ 0.63%/mo.) = 0.75% 1 but < 3 yrs. = 1.00% (\$280) 3 but < 5 yrs. = 1.50% (\$420) 5 but < 10 yrs. = 2.50% (\$700) 10 but < 20 yrs. = 3.15% (\$882) 20 & > yrs. = 5.00% (\$1400)	3
Health Insurance	Employee Only = 100% Employee/Dependent = 50%	2	Employee Only = 100% Employee/Dependent = 70%	3	Employee Only = 100% Employee/Children = 0% Employee/Spouse = 0% Family = 0%	1
	No domestic partner coverage	0	Offers domestic partner coverage.	1		0
Dental Insurance	Employee Only = 100% paid Dependent coverage available.	2	Employee Only = 100% paid Dependent coverage available.	2	Employee Only = 100% paid Dependent coverage available.	2
Life Insurance	Pays one time annual salary. Supplemental optional up to \$200,000.	3	Pays one time annual salary, capped at \$50,000.	3	Pays one time annual salary, rounded to next even \$1,000.	3
Disability Insurance	Short Term - employer paid. Long term available through LGERS.	2	Short Term - employer paid. Long term available through LGERS.	2	Short Term - 7 day Wait Period. Payable to a max of 26 weeks.  Long Term - Provides up to 60%.	2
LGERS/LEO	Yes. 5% Two month waiting period for all employees except Police and Fire	2	4.8% to both LEO and non-LEO	2	Yes. 4.94 %	2
State (401K) Plan	5% employee contribution for all employees Two month waiting period for employees except Police and Fire	2	5% employer contribution to LEO 3% employer contribution to non-LEO	2	4.84% employer contribution to LEO 4.78% employer contribution to non-LEO	2
457 Plan	Yes, no employer contribution	1	Yes, no employer contribution	1	Yes. No employer match	1
Tuition Assistance	\$800.00 per employee per year.	2	\$400.00 per employee per year.	1	No annual. All considered on a case by case basis. Approved by the Town Mgr.	2
<b>Score Totals</b>		<b>22</b>		<b>26</b>		<b>28</b>

### Town of Chapel Benefits Survey December 2003

Full Time Employee Benefits	City of Raleigh		Durham County		Orange County	
Vacation/Annual Leave	12 - 24 days per year depending on years of service	1	12 - 26 days per year depending on years of service.	2	12 - 28.8 days per year depending on years of service.	3
Sick Leave	1 day per month. ~8 yr. - 3 mo. extended, ~15 yr. -6 mo. ext., 25 yr. - 12 mo. ext.	3	1 day per month. No cap on accrual.	2	12 days per year	2
Holidays	11 paid Holidays	2	11 or 12 paid Holidays	3	11 paid Holidays	2
Funeral Leave	not available	0	3 days per year for death of immediate family member.	2	3 days per occurrence for death of immediate family member.	3
Longevity Pay (for those with %, rather than a dollar amount, the % was converted to \$, based on average salary of \$28,000 for Chapel Hill comparisons only.)	Entry On Duty on or before 6/30/93 = 2.1% Entry On Duty on or before 7/01/93 = 1.0%	1	5 but < 10 yrs. = \$400 10 but < 15 yrs. = \$500 15 but < 20 yrs. = \$600 20 but < 25 yrs. = \$700 25 & > yrs. = \$800	3	10 but < 15 yrs. = 1.50% (\$420) 15 but < 20 yrs. = 2.25% (\$630) 20 but < 25 yrs. = 3.25% (\$910) 25 & > yrs. = 4.5% (\$1260)	2
Health Insurance	Employee Only = 100% paid Employee/Children = 70% Employee/Spouse = 70% Family = 68%	3	<i>Cafeteria Plan</i> - \$190 BiWeekly in 2004. Employee Only = 100% Employee/Children = 82% Employee/Spouse = 60% Family = 41%	3	Employee Only = 100% Employee/Dependent = 40%  No domestic partner coverage	1  0
Dental Insurance	Employee Only = 100% paid Employee/Children = \$4.28 BW Employee/Spouse = \$5.88 BW Family = \$12.22 BW	3	Employee Only is optional. Dependent coverage not available.	1	Employee Only = 100% paid Dependent coverage available.	2
Life Insurance	Pays one time annual salary. If accidental, pays two times salary.	3	Employee has option of 1-3 times salary. If Flex Dollars available, it is employer paid. If employee has spent Flex Dollars, it is employee paid. 1 x salary up to \$20,000 (LGERS)	3	Pays one time annual salary, capped at \$50,000. \$20,000 Local Government Employees Retirement System	3
Disability Insurance	Voluntary Payroll Deducted Plan. *Provides up to 60%, includes accident, illness, and pregnancy. *Wait Period - 10, 30, or 90 days, depending on plan selected.	0	Employee has option of 50,60, or 66.6% of salary. Short Term - 14 day Wait Period. Long Term - 6 mo. Wait Period. Eligible for payment with Flex Dollars.	3	Short Term - optional.	0
LGERS/LEO	6% mandatory contribution, city matches employee contribution.	2	Yes. 4.87% non LEO 4.78% for LEO	2	4.88 % non-LEO 4.78% to LEO	2
State (401K) Plan	5% employer contribution to LEO none for non-LEO (voluntary only)	1	5% employer contribution to LEO 5% employer contribution to non-LEO	2	5% employer contribution to LEO \$20.00 per paycheck for non-LEO	1
457 Plan	City matches \$2 for @ \$1 up to 1.5%, up to max. matching contribution of 3% of pay.	2	5% (if not enrolled in 401K)	1	yes. No employer match.	1
Tuition Assistance	\$1500 per fiscal year.	4	Max. of \$500 if funding is available. First come, first serve.	1	\$600.00 per employee per year.	2
<b>Score Totals</b>		<b>25</b>		<b>28</b>		<b>24</b>

**Town of Chapel Benefits Survey December 2003**

<b>Full Time Employee Benefits</b>	<b>Wake County</b>	<b>Chapel Hill Carrboro City Schools</b>	<b>UNC-CH</b>
Vacation/Annual Leave	12 - 26 days per year depending on years of service. 2	10-25.80 day per year depending on years of service and work schedule 2	11.75 - 25.75 days per year depending on years of service. 2
Sick Leave	1 day per month. No cap on accrual. 2	12 days per year 2	1 day per month. No cap on accrual. 2
Holidays	11 or 12 paid Holidays 3	10-12 depending on work schedule 2	11 or 12 paid Holidays 3
Funeral Leave	3 sick days per occurrence. 3	None. Can use sick leave 1	Can use sick time account. 1
Longevity Pay (for those with %, rather than a dollar amount, the % was converted to \$, based on average salary of \$28,000 for Chapel Hill comparisons only.)	Longevity pay ended in 1995. Employees grandfathered. 0	Local State 2 1-3 yrs= 4% 4-8 yrs =5% 10-14 yrs= 1.5% 9-13 yrs =6% 15-19 yrs = 2.2% 14-18 yrs =7% 20-25 yrs = 3.25% 19+ yrs =8% 25+ yrs = 4.5%	10 but < 15 yrs. = 1.50% (\$420) 15 but < 20 yrs. = 2.25% (\$630) 20 but < 25 yrs. = 3.25% (\$910) 25 & > yrs. = 4.5% (\$1260) 2
Health Insurance	Employee Only = 100% Employee/Children = 0% Employee/Spouse = 0% Family = 0% 1	Employee Only =100% No employer portion for dependents 1	Employee Only = 100% Employee/Dependent = 0%  No domestic partner coverage 0
Dental Insurance	Employee Only = 100% paid Dependent coverage available. 2	Employee paid optional 1	Optional - employee may purchase 1
Life Insurance	Pays one time annual salary, capped at \$30,000. 2	Pays one time annual salary, 25,000 up to \$50,000. Must be a member for one year 3	Pays one time annual salary, capped at \$50,000. 3
Disability Insurance	No Employer contribution 1	Short Term 50% Long Term 60% 2	Short Term - employer paid. 50% Long Term - 60%. 2
LGERS/LEO	Yes. 4.5%. Percentages may vary 2	Yes. 3% employer contribution 1	6% mandatory contribution, State contribution varies. 2
State (401K) Plan	5% employer contribution to LEO 5% employer contribution to non-LEO 2	No 0 0	no 0
457 Plan	yes, no employer match 1	No 1	Yes, 403(b), no employer contribution 1
Tuition Assistance	\$1200 per calendar year. 3	Teachers Only 1	One course per semester per employee, at UNC tuition rate. 1
<b>Score Totals</b>	<b>24</b>	<b>18</b>	<b>21</b>

### Town of Chapel Benefits Survey December 2003

Full Time Employee Benefits	UNC Health Care System		OWASA	
Vacation/Annual Leave	11.75 - 25.75 days per year depending on years of service. (PTO)	2	12 - 26 days per year depending on years of service.	2
Sick Leave	1 day per month. No cap on accrual. (PTO)	2	1 day per month. No cap on accrual.	2
Holidays	11 or 12 paid Holidays (PTO)	3	11 paid Holidays	2
Funeral Leave	Can use sick time account.	1	3 days per occurrence for death of immediate family member.	3
Longevity Pay (for those with %, rather than a dollar amount, the % was converted to \$, based on average salary of \$28,000 for Chapel Hill comparisons only.)	10 but < 15 yrs. = 1.50% (\$420) 15 but < 20 yrs. = 2.25% (\$630) 20 but < 25 yrs. = 3.25% (\$910) 25 & > yrs. = 4.5% (\$1260)	2	10 yrs. - 1.5% - 5.0%, depending upon years of service. 10 but < 15 yrs. = 1.50% (\$420) 25 & > yrs. = 5.0% (\$1400)	2
Health Insurance	Employee Only = 100% Employee/Dependent = 0%  No domestic partner coverage	1  0	Employee Only = 100% Employee/Dependent = 40%  No domestic partner coverage	1  0
Dental Insurance	Optional - employee may purchase	1	Employee Only = 100% Employee/Dependent = 40%	3
Life Insurance	Pays one time annual salary, capped at \$50,000.	3	Pays twice annual salary, capped at \$100,000. Retirees receive \$5000	4
Disability Insurance	Short Term - employer paid. 50% Long Term - 60%.	2	Short Term - none. Long Term - employer paid.	2
LGERS/LEO	6% mandatory contribution, State contribution varies.	2	6% mandatory contribution, State contribution varies.	2
State (401K) Plan	no	0	None.	0
457 Plan	Yes, no employer contribution	1	Dollar amount per paycheck, depending on years of service.	2
Tuition Assistance	One course per semester per employee, at UNC tuition rate.	1	\$1000 per employee per year.	3
<b>Score Totals</b>		<b>21</b>		<b>28</b>