

TOWN OF CHAPEL HILL BENEFITS SURVEY  
NOVEMBER 2004

Full Time Employee Benefits	example	Town of Chapel Hill	Town of Carrboro	Town of Hillsborough	City of Durham	Orange County	OWASA	UNC Hospital	Town of Cary	City of Burlington
Vacation/Annual Leave	10 - 25 days per year depending on years of service	12-26 day per year depending on years of service	12-26 days per year depending on years of service	12-26 days per year depending on years of service	12-23 days per yr. Depending of years of service	12 - 28.8 days per year depending on years of service	12-27 days per year depending on years of service	11.75 - 25.75 days per year depending on years of service	10 - 24 days per year depending on years of service - Maximum accrual 240 hrs - Over 240 transferred hour for hour to sick leave once a year in January	Fill time employees with less than 10 years service ear 3.70 hours per pay period. (Firefighters who work 24 hr shifts earc 5.54 hours each pay period.) Employees with more than 10 years of service earn additional vac. Hours depending on their years of service.
Sick Leave	1 day per month -no cap on accrual	1 day per month-no cap on accrual	1 day per month - no cap on accrual	1 day per month -no cap on accrual	1 day per month-no cap on total accrual	1 day per month - no cap on accrual	1 day per month - no cap on accrual	12 days per year regardless of years of service-unlimited accrual	1 day per month - no cap on accruals	Same as vacation leave
Holidays	# paid per year	11 paid per year	11 paid per year	9 paid individual holidays per year (Thanksgiving:2 days; Christmas:2-3 days)(total of 11-12 paid days off)	11 per year	11 paid holidays per year	11 paid holidays	12 days per year	Following State holiday schedule	10 per year
Funeral Leave	# days per occurrence, or # of days per year	3 days per year	5 days per year		5 days for immediate family members	3 days per occurrence for covered immediate family.	3 days per occurrence	Employees must use either sick leave for immediate family member; or vacation leave	Use sick leave for immediate family up to 5 days - no separate funeral leave	use sick leave, up to 5 days
Longevity Pay	amount paid or percentage paid?  2 - 4 yrs. 5 - 9 yrs. 10 - 14 yrs. 15 - 19 yrs. 20 - 24 yrs. 25 & > yrs.	5-9.99 yrs \$500 10-14.99 yrs \$650 15-19.99 yrs \$800 20-24.99 yrs \$1000 25+yrs \$1200	5-9 yrs \$225.00 10-14 \$415.00 15-19 \$600.00 20+ \$790.00	.75% for < 1 yr 1% for 1-3 yrs 1.5% for 3-5 yrs 2.5% for 5-10 yrs 3.75% for 10-20 yrs 5% for > 20 yrs	Longevity ended in 1998/Employees grandfathered	Percentage paid based on years of service 10 but less than 15 yrs = 1.50% 15 but less than 20 yrs = 2.25% 20 but less than 25 yrs = 3.25% 25 or more yrs = 4.50%	0 0 1.50% 2.25% 3.25% 5.00%	Amount is percentage of base pay NO 10-15 years- 1.5% 15-20 years- 2.25% 20-25 years- 3.25% 25 + years- 4.5%	NO	5 years of service 1% 10 years 2% 15 years 3% 20 years 4% 25 years 5%
Health Insurance	Designate percentage paid by employer for:  Employee Only  Employee/Children Employee/Spouse Family  Are domestic partners covered? Can be same sex or different sex.	100%  50% 50% 50%	100%  50% 50% 50%	100%  0% 0% 0%	100%  70% 70% 70%	100%  52% Based on Blue Care Plan 52% Based on Blue Care Plan 52% Based on Blue Care Plan Yes, domestic partners are covered. Yes, they can be the same sex or different sex.	100%  50% 50% 50%	See columns to the right	100%  50% 50% 50%	100%  \$500 annual deductible in-network, employee pays 20% until max OPP of \$2,000 (\$6,000 for family coverage). After which plan pays for remaining expenses at 100%. (Same) (Same)
Dental Insurance	Optional or employer paid ?	Optional	Optional	Employee Only 100% Employer Paid	Employee Only=100% paid	Employer pays the employee cost.	Employer paid	Paid by employee	Optional - employer paid for employee only - employee pays 100% of dependent premium.	Offers a \$550 maximum benefit with no deductible.

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	Is full or partial dependent coverage included ?			No	Dependent Coverage available	No, employee pays the cost of dependent coverage.	Partial coverage (40%) supplement.	yes		Orthodontic coverage is available for employees and covered dependents and may be purchased separately.
Life Insurance	Please explain in detail (coverage amount employer-paid)	\$20,000 employer paid	\$15,000 employer paid	1X employee's annual salary, raised to the next even thousand up to \$50,000. Employee's over \$50,000 can opt to have additional coverage at their expense.	Pays one time annual salary, 50,000 cap	The employer pays for the employee cost and the employee pays for dependent coverage. The amount of life insurance is 1 x base annual salary rounded to the next higher \$1,000 up to a maximum of \$50,000.	100% employer paid. Covers twice the employee's annual salary up to \$100,000.	Employee paid- 1,2,3 or 4 X salary; max-\$500K	1 times annual salary or equivalent rounded up to the next \$1,000; limit \$150,000	City provides life insurance policy equal to one and one-half times employee's annual base salary at no cost. Additional coverage and depends may be purchased.
Disability Insurance	Please explain in detail (waiting period/salary percentage covered, etc.	6 month waiting period. 50% of weekly earnings. May take 1/4 days sick leave each day to equal 75% of weekly earnings	30 day waiting period; \$250 monthly benefit paid by employer; supplemental coverage of 60% of monthly earnings	7 day waiting period-benefit begins on day 8. Pays 60% of base salary for up to 26 weeks.	Short Term-employer paid. Long Term available thorough LGERS	This is optional insurance that the employee pays for.	LTD only, no STD. 90 day waiting period, pays 60% of salary	60 day waiting period; 50% of salary-1yr up to \$3000 per month; 65% of salary after 1 yr up to \$3900/month	Short Term Disability - self funded; 7- day waiting period after all sick leave has been exhausted. No waiting period if an accident and sick leave has been exhausted. Pays 50% of salary; min 6 weeks to maximum of 26 weeks, depending on service; eligible for 26 weeks at 5 years.	(None, not provided by city)
Death Benefit	Please explain in detail	Benefits under LGERS	Benefits under LGERS			See Life Insurance.		1 yr of creditable service \$25K-\$50K	See life insurance above; also up to \$50,000 from LGERS	Retirement System will pay the beneficiaries of an active employee who dies a benefit equal to their annual salary but not less than \$25,000 or more than \$50,000.
Local Government Employees Retirement System	Are your employees required to contribute to the Retirement System? If so, what amount or percentage?	Yes, 6%	Yes, 6%	Yes - 6%	Yes, 4.8%	Yes, they contribute 6% of their annual salary.	Yes, 6.0%	N/A	Yes; 6%	Yes, 6 % of pay
	What percentage does the employer contribute to the Retirement system for non Law Enforcement Officers? For Law Enforcement Officers?	Non LEO-4.9%; LEO 4.78%	Non LEO - 4.88%; LEO - 4.78%	4.94% for Non-Law Enforcement; and 4.78% for Law Enforcement	4.78 to Leo	The employer contributes 4.88% for non law enforcement officers and 4.78% for law enforcement officers.	N/A		Non Law - 4.87% Law - 4.78%	City also contributes an actuarial amount of salary into this same account.
State (401K)Plan	____% employer contribution for non-LEO employees ____% employer contribution for LEO employees	5% 5%	3% 5%	4.85% 5%	5% 5%	\$20 per pay period contribution for non LEO employees. 5% employer contribution for LEO employees.	N/A N/A	0 5	5% 5%	City will contribute an amount equal to 5% of bi-weekly salary. Employees have option to make additional tax deferred contributions. Voluntary contribution not to exceed 80% of annual salary or \$14,000 for 2005.

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Tuition Assistance	Amount reimbursed per employee per year.	\$500 per fiscal year	\$300 per employee as budgeted for 10 employees	No limit - approved on case by case basis.	400 per employee per year	\$600 per fiscal year.		Undergrad- up to \$902.64 per course; Graduate- up to \$1391.76 per course	\$800	City will reimburse the full amount for the first \$300 of tuition. After that, Employee and The City will share equally the tuition up to a maximum of \$900 per fiscal year.
457 Plan	Do you offer a 457 Plan? If so what is the employer contribution amount or percentage?	Yes, No employer contribution	No	No	yes, 5% to FireFighters in lieu of Social Security.	Yes, we offer the 457 Plan. The employer makes no contribution.	Yes, \$40-\$100 per pay period depending on years with the company. Company contributions begin when employee has 4 years of service. However, employee may begin contributing at any time.	Offer benefit with no employer contribution	Yes; no employer contribution; administrator is ING Financial	This is a voluntary agreement made that a specific amount not to exceed 80% or \$14,000 (2005) will be deducted. Can serve as a tax shelter, retirement plan or investment.
Other Benefits paid by employer	Please add any programs here that are not listed above		None	Vision Insurance, EAP		Personal Leave - Two days of personal leave per calendar year. Petty Leave - 14 hours per fiscal year (based on a 40 hr work schedule)	3 weeks paid Paternity Leave, 6 weeks paid Maternity Leave; 13 weeks of Worker's Comp. supplement after initial injury; Vision care reimbursement program of \$405 per employee (100% employer paid) or per dependent if employee purchases coverage for dependent. Free EAP services.	Community Service Leave, Vision Care and Optical Shop Discount, Healthcare Spending Account, Dependent Care Spending Account, Will Preparation, Financial Planning, Supplemental Retirement Plans, Auto and Homeowners Insurance, Long Term Care Insurance, Voluntary Shared Leave	*EAP program that includes unlimited telephonic access to financial and legal expertise including online wills and comprehensive website *Military Leave - pay differential (if applicable) for 1 year or more during call-up *Flex debit card for Flexible Spending Accounts *Employee Computer Purchase - interest free loan up to \$2,500 *Employee Homeownership Assistance Program - loans up to \$30,000 *Non-residents employees eligible for resident fees for all PR&CR programs	