



Discover the Benefits of working for Durham County Government

Durham County offers employees access to a rich benefits package and leave policies that consider the needs of you and your family. These benefits represent a significant component of your total compensation package. We are proud of the recognition we have received both locally and nationally for being a “healthy employer” that promotes and supports employee well-being!

What we offer:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Hospital Confinement
- County-Paid Life & Accidental Death & Dismemberment Insurance (1x Salary)
- Term Life Insurance
- Whole Life Insurance
- Short Term Disability
- Long Term Disability
- Accident Insurance
- Cancer Insurance
- Critical Illness Insurance
- Legal Insurance
- Flexible Spending Accounts (FSA) for Healthcare, Dependent Care & Parking
- Pet Insurance
- Local Government Employees' Retirement (LGERS) Pension
- County Contribution of 5% to 401k or 457 plan
- 529 College Fund
- Employee Assistance Program (EAP)
- Family First Paid Leave Programs
**available after probation*
- Public Service Loan Forgiveness

Exceptional offerings promoting work/life balance:

- 12-week Paid Parental Leave
- 6-week Paid Family Leave
- 2 Personal Days
- Onsite Employee Wellness Clinic
- Flexible work schedules
- Choose to Move program offering 30 minutes of paid leave for exercise
- 3 well-equipped employee gyms available to employees for free
- Fitness Classes

BENEFITS AT A GLANCE



County Benefit Package

Durham County employees who work at least 50% or more are eligible for the following benefit package:

- County contributes a portion of the Employee Only Medical Insurance coverage*
- County contributes 100% of Employee Only Dental Insurance
- County contributes 100% of Employee & Family Vision Insurance
- Life Insurance/Accidental Death & Dismemberment insurance at 1 times salary
- Employees who work at least 52% or more receive a County contribution of 5% towards their NC401k or NC457 retirement plan, regardless of whether they contribute.

Benefits start on the first day of the month 30 days after hire date.

MEDICAL PLAN

- Cigna Open Access Plus (OAP) Plan
- Employees Choose between a Base Plan and a Buy Up Plan
- Preventative Visits are 100%
- Primary Care Visits: \$15-\$30 Specialist Visits: \$30 - \$50
- Deductible (in-network) range: \$1000 - \$2250
- Cigna Telehealth Connection service covered 100%
- County pays 100% of the Employee Only Base Medical Plan coverage for employees who complete a Health Risk Assessment. The County pays a pro-rated share of this benefit package for part-timers.

PHARMACY COVERAGE

- Provided by Cigna Express Scripts
- Co-pay for Generics: \$0 - \$10
- Co-pays for Preferred and Non-Preferred Brands range: \$30-\$60
- 90-Day supply available
- Cost included in the medical insurance premiums

DENTAL PLAN

- Provided by The Standard (Ameritas Dental network)
- Annual Benefit Maximum is \$1,500 with no deductible
- 100% Coverage for first \$400 of charges
- 80% Coverage up to remaining \$1,100 of charges
- \$350 rollover credit available if less than \$900 is used in the plan year
- Maximum rollover unlimited
- County pays 100% of the Employee Only premium
- The County pays a pro-rated share of this benefit package for part-timers.

VISION PLAN

- Provided by EyeMed
- Eye Exam: \$15 co-pay / Materials: \$15 co-pay
- \$200 annual allowance for both frames and contact lenses.
- The County pays a pro-rated share of this benefit package for part-timers.

HEALTH INSURANCE RATES



INSURANCE RATES for FULL-TIME EMPLOYEES Deduction taken 2x each month (Rates are pro-rated for part-time employees)

MEDICAL			
CIGNA BASE PLAN			
Pre-Tax Paycheck Deduction for Employees who Completed the Health Risk Assessment *			
Employee Only	Employee and Spouse	Employee and Child(ren)	Family
\$0.00	\$77.34	\$53.73	\$126.75
Pre-Tax Paycheck Deduction for Employees who DID NOT Complete the Health Risk Assessment			
Employee Only	Employee and Spouse	Employee and Child(ren)	Family
\$20.00	\$97.34	\$73.73	\$146.75
CIGNA BUY UP PLAN			
Pre-Tax Paycheck Deduction for Employees who Completed the Health Risk Assessment *			
Employee Only	Employee and Spouse	Employee and Child(ren)	Family
\$34.32	\$144.53	\$110.06	\$220.62
Pre-Tax Paycheck Deduction for Employees who DID NOT Complete the Health Risk Assessment			
Employee Only	Employee and Spouse	Employee and Child(ren)	Family
\$54.32	\$164.53	\$130.06	\$240.62

- Health Risk Assessment (HRA) includes fasting blood draw, biometrics and health history.

DENTAL			
Pre-Tax Paycheck Deduction			
Employee Only	Employee and Spouse	Employee and Child(ren)	Family
\$0.00	\$33.56	\$28.62	\$48.85

VISION			
Pre-Tax Paycheck Deduction			
Employee Only	Employee and Spouse	Employee and Child(ren)	Family
FREE FOR THE WHOLE FAMILY			