Discover the Benefits at Durham County Government

Choosing the benefits package that best meets your needs is one of the most important decisions you make. At Durham County (DCo), the benefits offered represents a significant component of the total compensation package. DCo's benefits provides you with the benefits you need to protect yourself and your family today and tomorrow.

DURHAM COUNTY DCo NC 1881

Onsite Wellness Clinic

Paid Parental Leave

3 Employee Fitness Gyms

Benefits at DCo

- Medical Insurance
- Dental Insurance
- Vision Insurance (County Paid)
- Medical Flexible Spending Account (FSA)
- Life & Accidental Death & Dismemberment Insurance (1x Salary - County Paid)
- Term Life Insurance
- Whole Life Insurance
- Accident Insurance
- Short Term Disability
- Long Term Disability
- Long Term Care
- Hospital Confinement
- Legal Insurance
- Dependent Care Flexible Spending Account
- Transportation Flexible Spending Account
- Employee Assistance Program (EAP)
- Flexible Work Options
- Choose To Move 30 Minute Wellness Program
- Group Fitness Classes
- Retiree Benefits
- Retirement Pension
- County contributes 5% towards your 401k or 457 plan regardless if you contribute
- 529 College Fund
- Tuition Reimbursement
- Leave (Vacation, Sick, Holiday, Volunteer and more)

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 will receive a County contribution of 5% towards their NC401k or NC457 retirement plan, regardless if they contribute.

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

Medical

- Cigna Open Access Plus (OAP) Plan
- Copay range: $15 - $30 (Urgent Care Copay: $15)
- Preventative Visits are 100%
- Deductible (in-network) range: $750 to $1,500
- Cigna Telehealth Connection service covered 100%
- County pays 100% of the Employee Only Medical insurance coverage for those employees who complete a Health Risk Assessment. The County pays a pro-rated share of this benefit package for part-timers.

Pharmacy

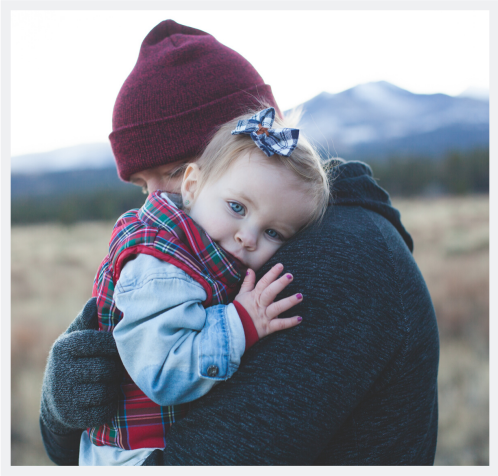
- Provided by CVS/Caremark
- Co-pay for Generics: $0 - $10
- Co-pays for Preferred and Non-Preferred Brands range: $30 and $60
- 90-Day supply available through CVS mail order or CVS retail pharmacy
- Lower copays for generic maintenance medications when dispensed at CVS store or through mail order
- Cost included in the medical insurance premiums

Dental

- Provided by Reliance Standard Insurance (Ameritas 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

- Provided by Superior Vision
- Eye Exam - $15 co-pay / Materials—$15 co-pay
- County pays 100% of premiums for Employee and all eligible family members
- The County pays a pro-rated share of this benefit package for part-timers.



Health Insurance Rates

(rates are pro-rated for part time employees)

Pre-Tax Paycheck Deduction for Employees who Completed the Health Risk Assessment Health Risk Assessment (HRA) includes a fasting blood draw, biometrics and a health history			
Employee Only	**Employee & Spouse**	**Employee & Child(ren)**	**Family**
$0.00	$71.61	$49.75	$117.36

Pre-Tax Paycheck Deduction for Employees who Did NOT Complete the Health Risk Assessment			
Employee Only	**Employee & Spouse**	**Employee & Child(ren)**	**Family**
$20.00	$91.61	$69.75	$137.36

Dental Rates

(rates are pro-rated for part time employees)

Pre-Tax Paycheck Deduction			
Employee Only	**Employee & Spouse**	**Employee & Child(ren)**	**Family**
$0.00	$33.56	$28.62	$48.85

Vision Rates

(part time employees pay a pro-rated portion of County's costs)

Pre-Tax Paycheck Deduction			
Employee Only	**Employee & Spouse**	**Employee & Child(ren)**	**Family**
The County pays the entire cost of the vision plan for employees and their dependents.			