

### Employee Assistance Program (McLaughlin Young Group)

This benefit is available to all City of Gastonia employees and provides up to 6 confidential, counseling visits per year, per issue, for each household member.

### Compensation

- Non-fulltime positions have a fixed hourly rate
- Full-time position pay is compensated based on qualifications, within a particular hiring range

### Professional Growth

The City of Gastonia encourages its employees to better themselves. This benefits the employee and the City

- Employee training and development
- Promotional opportunities
- Many positions have career ladders
- Educational Reimbursement Program
- Employee service awards
- Potential for movement between departments

### Mission Statement

To provide fair, competent, responsive, cost-effective services at the highest level.

### Vision Statement

The City of Gastonia serves as a model for civic leadership as we engage our community of dedicated neighbors (**Great People**).

We share a collective passion for personal safety, economic vitality, inclusiveness, cultural richness, and overall sustainability (**Great Place**).

Our distinct character is built upon a rich and unique heritage and fueled by enthusiasm for the promise of a bright tomorrow (**Great Promise**).



Updated 06/15/2021

### Core Values

- Honesty & Integrity
- Professionalism
- Safety
- Inclusiveness
- Accountability



*City of* **GASTONIA** *North Carolina*



*The benefits of  
working for the*

**City of  
Gastonia**

## Health Insurance

The City of Gastonia offers a High Deductible Health Plan with Health Savings Account to its full-time employees. Your individual premium is paid 100% by the City. You can also cover your dependents at a reasonable rate.

You pay your costs, up to your deductible (\$1,500 individual/\$3,000 dependent coverage), then 20% up to your out-of-pocket max (\$4,000 individual/\$8,000 dependent coverage).

And the City will make a contribution to your HSA, on your behalf! The current contribution amount is \$750 for employees on the plan July 1<sup>st</sup>, and a prorated amount for new hires on the plan after July 1<sup>st</sup>.

Health - Monthly Premiums	Employee Cost	City Cost	Total Cost
Individual	\$0.00	\$716.78	\$716.78
Employee/Child(ren)	\$136.54	\$716.78	\$853.32
Employee/Spouse	\$330.30	\$716.78	\$1,047.08
Family	\$435.82	\$841.78	\$1,277.60

## Dental Insurance

The City of Gastonia offers two dental plans, to its full-time employees. Your individual, base plan premium is paid 100% by the City. You can also cover your dependents and even buy up your dental plan for an additional cost.

Base Dental - Monthly Premiums	Employee Cost	City Cost	Total Cost
Individual	\$0.00	\$14.30	\$14.30
Employee + 1 Dependent	\$8.13	\$14.30	\$22.43
Family	\$15.87	\$14.30	\$30.17
Buy-up Dental - Monthly Premiums	Employee Cost	City Cost	Total Cost
Individual	\$10.84	\$14.30	\$25.14
Employee + 1 Dependent	\$39.62	\$14.30	\$53.92
Family	\$81.12	\$14.30	\$95.42

## Life Insurance

The City of Gastonia offers a fully paid life insurance policy, with accidental death and dismemberment to its full-time employees. The policy equates to one-times your annual salary, or twice your annual salary, in the event of an accidental death. You can also purchase a dependent life insurance policy for \$1.60 per month, regardless of the number of dependents, if they fall into these categories:

Dependent Life Insurance	Amount of Coverage
Spouse	\$5,000
Live birth up to six months	\$500
Six months up to 19 years	\$2,000
Full-time students 19 to 25	\$2,000

## Pension (Local Governmental Employees' Retirement System)

The City of Gastonia participates in the Local Governmental Employees' Retirement System (operated through the NC State Treasurer's Office). This benefit can provide full-time employees and eligible part-time employees a monthly retirement payment for the rest of their lives.

Current Contribution Amounts:

- All eligible employees will contribute 6% of their salary, each pay period
- The City will make contributions based on the following:
  - Sworn Law Enforcement Officers: 9.7% per pay period
  - All other eligible employees: 8.95% per pay period

## 401(k) (Prudential Retirement – NC 401(k) Plans)

The City of Gastonia contributes 5% of full-time employees' salary into the 401(k). Eligible employees can voluntarily contribute to the 401(k) on a pre-tax or after-tax basis, within IRS limits.

## 457 (ICMA-RC)

Full-time employees can voluntarily contribute, on an after-tax basis, to the 457, within IRS limits.

## Voluntary Supplemental Benefits (prepared by Pierce Group Benefits)

- **Pre-taxed benefits:** Vision, Dependent Care Reimbursement Account, Cancer, Accident, and Medical Bridge Indemnity
- **After-taxed benefits:** Disability, Group Critical Care, Accidental Gunshot Wound, Term/Whole Life, Identity Theft Shield & Legal Plan
- These benefits are voluntary and are 100% paid by the employee, but we benefit from group rates, to help keep costs down.

## On-site Employee Health Clinic (Current Provider is a Physician Assistant from Atrium Health)

- This benefit is available to all City of Gastonia employees.
- Visits are by appointment, only, to save employee time
- \$3.00 co-pay
- Available for sick visits, a variety of lab tests, first aid, and many others

## Paid Leave

- Sick Leave: 12 days per year
- Holidays: 11, plus one floating holiday
- Vacation (full-time employees only):
  - Initial employment through 4 years: 10 days per year
  - Beginning 5<sup>th</sup> year through 9 years: 12 days per year
  - Beginning 10<sup>th</sup> year through 14 years: 15 days per year
  - Beginning 15<sup>th</sup> year through 20 years: 18 days per year
  - Beginning 20<sup>th</sup> year: 21 days per year