



# City of Shelby Benefits Summary

(Benefits for full-time employees unless otherwise noted)

BENEFIT	BENEFIT ELIGIBILITY	WHO PAYS	WHEN EFFECTIVE	WHAT YOU RECEIVE												
<b>Holidays</b>	11 paid holidays per year: New Year's Day Martin Luther King Jr. Day Good Friday Memorial Day Juneteenth Independence Day Labor Day Veteran's Day Thanksgiving (Thurs/Friday) Christmas (2 days) (3 days if Christmas falls on Tues, Wed, or Thurs)	City of Shelby	Upon employment	Paid time for holiday.												
<b>Vacation Time</b>	<table border="0"> <tr> <td><b><u>YEARS</u></b></td> <td><b><u>ACCRUAL</u></b></td> </tr> <tr> <td>0-2 year</td> <td>6.667 hours</td> </tr> <tr> <td>3-8 years</td> <td>8.000 hours</td> </tr> <tr> <td>9-14 years</td> <td>10.00 hours</td> </tr> <tr> <td>15-19 years</td> <td>12.00 hours</td> </tr> <tr> <td>20&amp; over years</td> <td>13.334 hours</td> </tr> </table> <p>Shelby Fire &amp; Rescue accruals are different due to the number of hours worked per year.</p> <p><i>Vacation accumulated over 320 hours (40 days) will be converted into sick hours.</i></p>	<b><u>YEARS</u></b>	<b><u>ACCRUAL</u></b>	0-2 year	6.667 hours	3-8 years	8.000 hours	9-14 years	10.00 hours	15-19 years	12.00 hours	20& over years	13.334 hours	City of Shelby	Accruals begin immediately. May use after completion of 3 months of FT employment.	Paid time off for earned vacation. Hours are accrued monthly, based upon years of service.
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<b>Sick Time</b>	12 days per year (8 hours per month: no limit on accumulation) Shelby Fire & Rescue accruals are different due to the number of hours worked per year.	City of Shelby	Accruals begin immediately. May use after 3 months of FT employment.	Paid time off for earned sick time. Hours are accrued monthly.												

<b>Compensatory Time</b>	Employees may elect to receive compensatory time off for any overtime work in lieu of overtime pay.	City of Shelby	Upon employment	Paid time off in lieu of overtime pay.
<b>Retirement (NCLG)</b>	The City of Shelby contributes 13.64 % for employees. Employee's contribution is 6% deducted from earnings upon employment.	City of Shelby and employee	Upon employment	The City of Shelby and employees contribute.
<b>401K Empower</b>	The City of Shelby contributes 5% of employees' salary.	City of Shelby. Employee may contribute	Upon employment	City of Shelby contributes to employee's 401K. Employee may contribute.
<b>E.A.P- Employee Assistance Program</b>	Employees and family members. Confidential consultation with EAP counselors. Six (6) free sessions per issue per year. <b>PT Employees included</b>	City of Shelby	Upon employment	Employees & immediate family member receive 6 free EAP sessions per issue per year.
<b>YMCA Discount</b>	Employees will receive a reduced joining fee & monthly discount. The monthly discount will be deducted bi-weekly from employee's earnings.	Employee	Upon employment	Discounted YMCA membership.
<b>City of Shelby Parks &amp; Rec Employee Discount</b>	Employees, spouses and dependents living at home receive discounts for Golf, Swimming, Summer Day Camp and Land & Water Aerobics Classes. <b>PT Employees included</b>	City of Shelby	Upon employment	Discounts to the Parks and Recreation facilities and programs.
<b>Credit Union Participation (Local Government)</b>	All employees may open a share (savings) account with \$25. <b>PT Employees included</b>	Employee	Upon employment	Membership to the Local Government Employees' Credit Union.
<b>Safety Shoes</b>	Employees who are required to wear safety shoes as part of their personal protective equipment (PPE). <b>PT Employees included</b>	City of Shelby	Upon employment	\$150 towards the purchase of safety shoes each year.

<b>Uniforms</b>	Uniforms are provided for employees who are required to wear them at work. <b>PT Employees included</b>	City of Shelby	Upon employment	Uniforms provided.
<b>Jury Duty</b>	Employees who are called for jury duty or court witness receive regular pay.	City of Shelby	Upon employment	Pay for civil duty served.
<b>Retiree Health Insurance Benefit</b>	Employees who retire with 22 or more years of full-time consecutive service may continue to stay on the City's health insurance plan without charge until Medicare eligible.	City of Shelby	Upon retirement	Free health insurance for the retiring employee until Medicare eligible.
<b>The Standard Disability</b>	Cost to employee depends on the amount of monthly benefit selected.	Employee	Upon employment	Disability insurance.
<b>The Standard Employee Life Insurance</b>	Employee receives coverage for \$5,000 (natural causes) & \$10,000 (accidental).	City of Shelby	1 <sup>st</sup> of the month following 30 days of employment.	Employee Life Insurance.
<b>Additional Employee Life Insurance</b>	Employees have the option to purchase additional life insurance up to \$100,000.	Employee pays additional life and/or spouse/child(ren) coverage.		Additional Employee Life Insurance.
<b>Spouse and/or Dependent Life Insurance</b>	Employees have the option to purchase \$10,000 life insurance on their spouse and/or child(ren).			Spouse and/or Dependent Life Insurance.
<b>Ameritas Group Dental Insurance</b>	Employees receive free coverage and may elect coverage for spouse and/or child(ren). <b>Monthly Rates</b> Employee \$ 0.00 Emp/Spouse \$44.16 Emp/Children \$52.60 Family \$93.68	City of Shelby pays for employee. Employee pays for spouse, and/or child(ren).	1 <sup>st</sup> of the month following 30 days of employment.	Dental Insurance for employee, spouse and/or child(ren).
<b>HealthMapRx Wellness Program through PPCN</b>	Wellness program for employees who are prescribed medications for diabetes, hypertension and cholesterol.	City of Shelby	The 1 <sup>st</sup> of the month following 30 days of employment	Free prescriptions; cash incentives & quarterly provider follow-up.

<p><b>Aetna Health Insurance</b></p> <p><b>HSA Plan (PPO Plan available)</b></p>	<p>Employees receive free coverage and may elect discounted coverages for spouse and/or dependents.</p> <p style="text-align: center;"><i>Monthly Rates</i></p> <table border="1" data-bbox="370 415 732 741"> <thead> <tr> <th>HSA</th> <th>Base</th> <th>Discounted</th> </tr> </thead> <tbody> <tr> <td>EE Only</td> <td>\$30.00</td> <td>\$0</td> </tr> <tr> <td>EE &amp; Spouse</td> <td>\$356.03</td> <td>\$326.03</td> </tr> <tr> <td>EE &amp; Children</td> <td>\$150.83</td> <td>\$120.83</td> </tr> <tr> <td>EE &amp; Family</td> <td>\$538.52</td> <td>\$508.52</td> </tr> </tbody> </table>	HSA	Base	Discounted	EE Only	\$30.00	\$0	EE & Spouse	\$356.03	\$326.03	EE & Children	\$150.83	\$120.83	EE & Family	\$538.52	\$508.52	<p>City of Shelby covers the cost of the employee.</p> <p>Employee pays for spouse and/or child(ren) coverage.</p>	<p>The 1<sup>st</sup> of the month following 30 days of employment.</p>	<p>Health Insurance for employee and spouse and/or children.</p> <p>City of Shelby contributes \$1,000 to a Health Savings Account for employees who select the HSA Plan.</p>
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<p><b>VSP Vision Insurance</b></p>	<p>Covered lives will receive an annual eye exam for \$10.00 and discounts toward glasses and contacts.</p>	<p>City of Shelby covers the cost of the employee, spouse, and dependents if covered under the Health Insurance.</p>	<p>The 1<sup>st</sup> of the month following 30 days of employment.</p>	<p>Vision Insurance for all covered under the Health Insurance Plan.</p>															
<p><b>Health Benefits Trust through NCLM Wellness Benefits</b></p>	<p>Employees covered under the health insurance have free access to Wellness Programs.</p>	<p>City of Shelby covers the cost of the employee.</p>	<p>The 1<sup>st</sup> of the month following 30 days of employment.</p>	<p>Wellness Resource:  <a href="#"><u>Wondra Health CAM Program</u></a>  <a href="#"><u>Aetna – 24-HR Nurse Line</u></a>  <a href="#"><u>CVS – Virtual Care Maternity Program</u></a></p>															

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