

Benefits At a Glance



You
Can Build
^{Your}
Benefits

We Can Help



Benefits At A Glance

Benefits are a valuable part of your total compensation at City of Statesville. Your benefits package provides protection for you and your family with expenses shared by the city or available to you at discounted group rates. Below is a brief summary of the choices available to all eligible regular, full-time employees. Part-time employees' benefits differ from full-time employees' benefits and are listed below.

Full-Time Employee Benefits

Health & Welfare Benefits

- Health Care Insurance PPO or HDHP/Prescription Drug Program
- Lifestyle programs (weight management, Tobacco Cessation, Stress Management)
- Telehealth Online Appointments 24/7
- Dental Insurance
- Vision Insurance
- Life Insurance
- Accidental Death and Dismemberment Insurance (AD&D)
- Flexible Spending Account (FSA)
- Dependent Care Reimbursement (DCFSA)
- Health Savings Account (HSA)
- Travel Accident Insurance
- Employee Assistance Plan (EAP)
- Tuition Reimbursement
- Secondary Language Incentive Pay
- Bereavement Leave

Retirement Benefits

- Pension Plan – NC Local Government Employee Retirement System (LGERS)
- NC 401(k) Empower
- NC Roth 401(k) Empower
- NC 401(k) Match Empower
- 457(b) Nationwide
- Roth 457(b) Nationwide
- Fireman's Pension Fund

Time-Off Benefits

- Twelve (12) Paid Holidays
- Vacation
- Sick Leave
- School Visitation - unpaid, up to 4 hours to attend school activities.
- Military Differential Pay

Wellness Benefits

- Health Fair
- Biometric Screening
- Flu Shots
- Statesville Fitness & Activity Center (SFAC)
- Wellness Activity Calendar
- See HR for Other Fitness Center Discounts

Additional Benefits

- Take Home Vehicle (based on position)
- Working Advantage - Employee Discount Program
- Christmas Bonus (Based yearly on City Council approval)
- Employee Appreciation Picnic
- Veterans Breakfast
- Service Award Program
- Career Development (eligible departments)
- Alternative Work Arrangements available based on departmental needs
- Cellphone Discounts
- City Cell Phone (eligible positions)
- Student Loan Forgiveness (PSLF) Program

Voluntary Benefits

- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Hospital Indemnity
- Critical Illness
- Group Accident Insurance
- Whole Life Insurance
- Voluntary Supplemental Life insurance

Safety Benefits (Eligibility: based on job position)

- Boot Vouchers – yearly
- Safety Glasses – every (2) years
- Hearing Tests – yearly
- Uniforms (eligible departments)

Police Department Benefits

- Law Enforcement Officers' Separation Allowance
 - Degree Incentive
 - Certification Incentive
 - Special Unit Incentive
 - Shift Differential Pay
 - 401(k) 5% Contribution
 - Uniform Stipend (based on position)
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Part-Time Employee Benefits

- Health Fair
- Flu Shots
- Employee Appreciation Picnic
- Veteran's Breakfast
- Service Awards
- Employee Assistance Program (EAP)
- Employee Discount Program – Working Advantage Benefits
- Biometric Screening
- 457(b) Nationwide
- Statesville Fitness & Activity Center (SFAC)
- Wellness Activity Calendar
- See HR for Fitness Center Discounts