Summary of Employee Benefits

Annual Leave (Vacation): Employees earn from 12 to 25 days per year based on length of service. Up to 40 hours leave may be transferred from another state or local participating agency.

Sick Leave: Leave accrues at 8 hours per month regardless of length of service. Accumulation of hours may be applied towards retirement benefits after meeting basic retirement qualifications. Accumulated leave from another state or local agency may be transferred.

Paid Holidays: The following are included in our holiday schedule: New Year's Day, Martin Luther Kind Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving (2 days), and Christmas (2 or 3 days)

Longevity Pay: The longevity program awards additional pay to employees based on service in the Local Government Retirement Service. The benefit begins after 5 years of vested service. The benefit ranges from 2.5% of yearly salary at 5 years to 4% of yearly salary at 20 years or greater.

Health Care Insurance: Major medical benefits are provided at no cost to the employee. Immediate family members may be insured under the plan at employee expense. Coverage is available the 1st day of the month after a 30-day waiting period.

Local Government Retirement System: Employee pay 6% of gross salary each month to the retirement system. The County contributes an actuarially determined percentage of gross payroll. Participation is required. After five years of creditable service the employee is vested in the system, which includes a permanent disability provision and death benefit.

Dental Care Insurance: The County contributes $5.00 towards an optional dental insurance plan. Immediate family members can be added to the plan at employee expense.

Flexible Benefits/125 Plan: The plan allows employees to voluntarily deduct funds to pay for expenses not covered under the hospitalization plan or daycare expenses with pretax dollars. Monthly premiums may be pretaxed under this plan.

Supplemental 401K: Supplemental plan that allows employees to contribute additional funds for retirement purposes. The County contributes 2.5% of gross monthly pay to general employees and 5% for law enforcement.

Supplemental 457: Additional supplemental plan allowing employees to contribute funds for retirement purposes. The County makes no contribution.

Credit Union: Employees of Wilson County may utilize the services of The N.C. State Employees' Credit Union, which offers a variety of savings, checking, and financial plans.

Optional Insurance Programs: A variety of optional insurances are available ranging from life insurance to cancer policies. The County makes no contribution.

Wellness Program: Prevention based program that focuses on the promotion of healthy lifestyles. Health screenings are available at the annual Wellness Extravaganza.

Safety Program: Wilson County places high priority on the safety and well being of employees. An active Safety Committee representing various County departments provides regular programs and training.