

2007 Benefits Update

Summary of benefits and insurance information for CRVA employees

Important Contacts:

Retirement

NCLGRS (for general employees and sworn law enforcement officers)
919-733-4191
www.treasurer.state.nc.us

401(a) Plan

ICMA Retirement Corporation
866-669-7400
www.icmarc.org

457 Plans

ICMA-RC	Pacific Life
800-669-7400	704-846-1118
www.icmarc.org	www.myaccount.pacificlife.com

Flexible Spending Account & Dental Plan

MedCost Benefit Services
800-795-1023

Medical Insurance

MedCost Benefit Services
800-795-1023
www.mbstpa.com
Plan Number: 2525

Prescription Drugs

CatalystRx
800-688-0438
www.catalystrx.com
Rx Group: 31103030 Bin: 005947
PCN: CLAIMCR
MAILORDER:
WALGREENS MAIL SERVICE
866-845-3590

Life Insurance

Unum Provident
877-225-2712
www.unumprovident.com
Group Number: 0400708

Colonial Supplemental Insurance

800-325-4368
www.coloniallife.com

Employee Assistance Program (EAP)

Carolinas HealthCare System
800-384-1097
www.carolinashealthcare.org

AFLAC

704-573-2224
www.aflac.com

Holidays and Leave

Holidays

New Year's Day
M.L. King Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day (Thursday and Friday)
Christmas Day (2 Days)

* *Building manages will decide when holidays will be taken.*

Vacation

Full Time

0<5 yrs = accrue 3.08 hours per pay period or (2 weeks/80 hours per year)
5<10 yrs = accrue 4.62 hours or (3 weeks/120 hours per year)
>10 yrs = accrue 6.16 hours or (4 weeks/160 hours per year)

- Maximum accumulation may not exceed 2 times the annual accrual.

Sick Leave

Full Time

Accrue sick leave at a rate of 8 hours a month (3.69 hours per pay period) for each full month of continuous service.

- To be used for employee illness or disability or that of a member of the immediate family or a parent, child or spouse living outside the household who requires the employee's personal care or attention.
- If sick leave absence exceeds 3 working days, the employee must submit a doctor's note in order for sick leave to be paid.

Military Leave

Employee granted up to 2 weeks in a calendar year (but paid for only half the scheduled workdays) to attend annual training as a member of the organized military reserves.

Funeral Leave

- Up to 5 consecutive days/calendar year for death in immediate family (includes spouse, parent, sibling and child/stepchild)
- Up to 3 consecutive days/calendar year for the death of grandparent, grandchild and mother/father-in-law.

Jury Leave

Employee granted leave of absence in order to serve as a juror or to testify as a witness.

- Must submit a copy of any compensation received for jury duty to the HR department.
- If employee serves on jury duty, they will be paid the difference between eight hours straight time pay less the pay received for jury duty, for each day served.

School Support Leave

Employee may be granted an unpaid short-term absence up to four (4) hours per year to attend or otherwise be involved with the employee's child's school. (See policy manual for conditions)

Personal Leave

Full time employees may take two (2) days of paid personal leave during each calendar year. The two (2) days may be used in units no less than a half-day at any one time.

- Employees hired between the months of January and June, will be granted one (1) personal leave day for the remaining portion of that current calendar year, then he/she will receive two (2) personal days beginning in the following year.

Retirement

		Employee Pays	CRVA Pays
NC Local Government	Full-time Employees Eligible after 6 months of full time employment	6% involuntary	4.8%*
401A	Full-time Employees Eligible after 1 year of full time employment	0%	3%

*Employer contribution remains in the system for payment of future retirement benefits.

North Carolina Local Government Retirement System (NCLGRS)

Full retirement at:
 30 years (any age)
 25 years (age 60)
 5 years (age 65)

- Vesting after 5 years of creditable service
- Retirement benefit formula = 1.85% of “average final compensation” times the number of years of creditable service

Early retirement at:
 20 years (age 50)
 5 years (age 60)

- “Average final compensation” is the average of salary in the four highest paid years in a row

Voluntary Deferred Compensation

All Employees	Plan	Contribution Limit for 2006
	457	\$15,000/yr*

*Anyone age 50+ can contribute an additional \$5,000 in 2006.

Diabetic Sense Program

Members in the Catalyst Rx prescription plan may enroll in Diabetic Sense and receive the following items for a \$0 copay:

- Glucose Meters
- Test Strips
- Lancets
- Alcohol Swabs
- Educational Materials
- Diabetic Counseling

Items are shipped the same day as your order and delivered to your home at no charge.

Also, receive a meter for FREE.

For more information call 1-877-852-3512

Flexible Benefits

- Employees may set aside money on a pre-tax basis to pay for uninsured medical expenses and/or day care expenses through the Flexible Spending Account
- The maximum yearly amount you can set aside for each account is:
 \$5,000 – medical
 \$5,000 – dependent day care

Prescription Drugs

- Administered by Catalyst Rx
- Premium for medical insurance covers pharmacy benefit
- Any one retail pharmacy prescription is limited to a 30-day supply.
- Any one mail order prescription (except those purchased from CatalystRx) is limited to a 90-day supply.

Prilosec OTC and Claritin OTC are considered over the counter drugs and the generic copay will apply. A prescription is required.

Network Retail Pharmacy (up to a 30-day supply)		Copay
Tier 1	Generic drugs	\$10
Tier 2	Preferred brand-name	\$35
Tier 3	Non-preferred brand-name	\$50

Walgreens Mail Order (up to a 90-day supply)		Copay
Tier 1	Generic drugs	\$10
Tier 2	Preferred brand-name	\$35
Tier 3	Non-preferred brand-name	\$50

- For questions concerning your prescription drug benefit, call **CatalystRx at 800-688-0438.**

Insurance

Eligibility

(Disability, Life, Medical, Vision and Dental)

- Insurance coverage is offered to a full time employee only and will be effective the 1st of the month following 30 days of full time employment.

Short Term Disability (STD)

CRVA will pay an employee 50% of covered weekly earnings after the 22nd day of total disability for a maximum of 26 weeks for an employee that has a total disability that meets the conditions listed in the Employee Plan Book.

- A covered person must use all of his vacation time before Short Term Disability benefits are available.

Long Term Disability (LTD)

Under long term disability an employee will receive 60% of basic monthly earnings up to \$6000 once a employee has been deemed totally disabled by their physician.

- Company paid after 1 year of full time employment.
- Elimination period of 180 calendar days before benefits begin.

Accidental Death & Dismemberment (AD&D)

- Benefit equal to 2X employee annual salary up to a maximum of \$200,000.

Life Insurance

- CRVA pays employee basic life insurance at a rate of 2X of base annual earnings up to a maximum of \$200,000.
- Supplemental employee benefit equal to 1x, 2x, or 3x base annual earnings adjusted to the next highest multiple of \$1,000. (See chart below for cost figures)
- Maximum of basic and supplemental plans = \$450,000 (\$350,000 guaranteed)
- Dependent coverage options: \$5000 for spouse/\$2000 for child
- Evidence of Insurability may be required for supplemental coverage.

Basic Life Insurance Rates

	<u>Employee Pays</u>
Employee	0%
Dependent	\$1.50 per month

Supplemental Life Insurance Rates: (Employee pays 100%)

<i>Age Bands</i>	<i>Employee Non-Tobacco Cost per month per \$1000</i>
0-24	.11
25-29	.09
30-34	.10
35-39	.13
40-44	.19
45-49	.30
50-54	.47
55-59	.73
60-64	1.08
65-69	1.88
70-99	4.36

** You may purchase coverage in the amount of 1, 2, or 3 times your annual salary*

Supplemental Insurance

How will you pay for what your health insurance won't?
 How will you pay the deductibles if were diagnosed with a critical illness or cancer?
 Colonial Supplemental Insurance pays a lump sum benefit upon diagnosis of a covered critical illness for you to use where it's needed most.
 Employee/enrollee pays full cost

Medical (Monthly Rates) – Effective 1/1/07

MedCost PPO Plan

	Employee Only	Family	
Base	0	51	Per pay period
Middle	30	90	Per pay period
Enhanced	57	129	Per pay period

	<u>Base</u>	<u>Middle</u>	<u>Enhanced</u>
<i>Deductible</i>	1000/2000	1000/2000	400/700
<i>Out of Pocket</i>	2000/4000	2000/4000	1000/2000
<i>Benefit %</i>	80/60	90/60	90/60
<i>In network copay</i>	20.00	20.00	10.00

Dental Plan

Dental benefits are included in the medical plan. There is no additional charge for dental coverage.

- Deductible = \$50 (maximum of \$150/family)
- Benefit = 100%* for Class A (diagnostic & preventive); 80%* for Class B (basic services: extractions, fillings, etc.); 50% for Class C (major services: dentures, bridges, etc.)
- Dental maximum - \$1,500 per member per calendar year
- Orthodontia is NOT covered

**based on "reasonable and customary" charges*

Benefits listed in this handout are for informational purposes only. Some of the benefits have waiting periods and certain provisions. Please check your employee plan booklets and policy manuals for specific conditions and provisions. If there is a conflict between this handout and the employee plan booklets and policy manuals, then the employee plan booklets and policy manuals take precedence.

Vision Plan

- Coverage for exams, frames and lenses
- Vision benefits are included in the medical plan. There is no additional charge for vision coverage.

Vision Care Benefits

100% up to \$150 per calendar year

Employee Assistance Program (EAP)

- Administered by Carolinas HealthCare Systems (1-800-384-1097)
- Offers short-term counseling services, resources and other problem-solving solutions to employees and their families (legal services, financial services, childcare resources/referrals, elder care resources/referrals)
- Available 24 hours a day/7 days a week
- Services are confidential

CRVA "Other" Benefits

Charlotte Metro Credit Union
Peak Fitness Centers Discount
AAA Membership Discount
Verizon Wireless Discount
CATS Bus Pass Discount
Educational Assistance Program
Onsite Pilates Workout Program

If you have any questions regarding other benefits, please contact HR at 704-339-6086.

Benefit forms and handouts can be found on www.crva.com under the employee only section.