

TOWN OF CARRBORO BENEFITS SUMMARY FY 2025/2026

Health Insurance	Aetna + Nonstop Wellness: HDHP + Town provided MERP; \$1,000/\$2,000 max out-of-pocket expenses.	The Town pays the employee's premium and a portion of the dependent premium. Deductions are pre-tax.
Life Insurance/ Long-term Disability	The Hartford: \$25,000 basic life & AD&D coverage and long-term disability for full-time employees. Additional voluntary life coverage for employees and dependents is also available from the Hartford. Options can be chosen at time of enrollment.	The Town pays for employees' basic life, AD&D and LTD coverages. The employee pays for supplemental and/or dependent coverage.
Vision Insurance	Blue 20/20 Insurance: covers \$200 for frames or contact lenses, once every 12 months.	The Town pays the full premium for employees. The employee can pay for dependent coverage deducted pre-tax.
Dental Insurance	Aetna Covers 2 routine exams/cleanings per year and basic services to \$1500 max.	The employee pays full premium for self and dependents. Premiums are deducted pre-tax.
Short-term Disability, Accident and/or Critical Illness Insurance	All voluntary coverages provided by the Hartford.	The employee pays full premium for self and dependents. Premiums are deducted pre-tax.
Fitness Center Membership	Free, annual membership at O2 Fitness locations and 2 personal training sessions to create tailored, individual program.	The Town provides this membership to employees and qualified immediate family.
Local Government Employees Retirement System (LGERS)	Full retirement benefits after 30 years of service credit; age 60 with 25 years of service credit, or age 65 with five years of service credit. Reduced retirement benefits at age 50 with at least 20 years of service credit, or age 60 with five years of service credit.* Death benefit up to \$50,000 after one year of service credit, depends on salary history. * Retirement parameters are different for law enforcement officers.	The employee contributes 6% of annual salary. The Town contributes an actuarially determined amount.
Retiree Health Insurance	Employees who retire from the Town of Carrboro with unreduced benefits from LGERS qualify for 50-100% premium payment of health insurance. Qualified retirees over 65 are moved to a Medicare advantage plan with same premium share costs.	The qualified retiree pays 0% - 50% health insurance/ Medicare advantage plan premium based on years of service.
401(K) & 457(b) Plan	Supplemental retirement administered by Empower Insurance Company Contributions; Tax-sheltered; and Loan provisions	The Town contributes 3% of gross pay for general employees and 5% for sworn law enforcement officers to 401(k) only. Employees can also make pre- or post-tax voluntary contributions.
Vacation Leave	Earned according to years of service: Less than 2 years – 12 days per year 2 but less than 5 years – 14 days per year 5 but less than 10 years – 17 days per year 10 but less than 15 years – 20 days per year 15 but less than 20 years – 23 days per year 20 years or more – 26 days per year *Shift employees of the Fire Department earn duty days according to years of service. See Personnel Ordinance for specifics.	The Town
Sick Leave	One day per month, or 12 days per year. Shift Fire-Rescue personnel accrue five 24-hour tour-of-duty days per year. Sick leave can be used for employee's illness, medical appointments, or for the illness or death of a relative as defined in the Personnel Ordinance. No maximum on accumulation. Accept balances from other NC municipalities (new hires).	The Town
Holidays	Twelve paid holidays per year: New Year's Day, Dr. Martin Luther King Jr.'s birthday, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day (2 days), Christmas Day (3 days).	The Town
Adverse Weather Pay	If Town offices are closed due to extreme weather conditions, non-emergency, non-exempt employees will be paid their regular hourly rate for work hours missed due to the closing, up to a maximum of twenty-four (24) hours per fiscal year.	The Town
Family and Medical Leave	Up to 12 weeks protected leave for qualifying conditions, which include: caring for employee's child after birth, or placement for foster or adoptive care; caring for employee's spouse, child, or parent who has serious health condition, or employee's own serious condition.	Employees can apply for Paid Caregiver leave for the first 240 hours then use their own accumulated leave for the remaining time.
Paid Caregiver Leave	The Town pays for up to 240 hours in a 24-month period for the care of an immediate family member under the FMLA (see above) or after the birth of a child, adoption, or placement of a foster child.	The Town
Bereavement Leave	Five working days per 12-month period (2 working days for shift employees of the Fire Department) with pay for the death of an immediate family member.	The Town

Military Leave	Available to employees who are members of the National Guard or Armed Forces Reserve during active duty, including the required annual training period. See Personnel Ordinance for specifics.	The Town														
Civil Leave	Paid leave for jury duty. Benefits and leave will accrue as though on regular duty.	The Town														
Personal Time Off	Three days per calendar year (36 hours for Shift Fire-Rescue personnel). PTO can be used at employees' discretion with supervisor's approval.	The Town														
Worker's Compensation	Injured employees may be compensated for on-the-job injury or death.	The Town														
Service Level Benefit & Awards	Awarded to permanent, full-time employees according to years of service: <table border="1" data-bbox="397 483 682 698"> <thead> <tr> <th>Years of Service</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>\$262.50</td> </tr> <tr> <td>5-9</td> <td>\$525</td> </tr> <tr> <td>10-14</td> <td>\$787.50</td> </tr> <tr> <td>15-19</td> <td>\$1050</td> </tr> <tr> <td>20-24</td> <td>\$1312.50</td> </tr> <tr> <td>25+</td> <td>\$1575</td> </tr> </tbody> </table>	Years of Service	Amount	0-4	\$262.50	5-9	\$525	10-14	\$787.50	15-19	\$1050	20-24	\$1312.50	25+	\$1575	The Town
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Employee Assistance Program	Free, confidential counseling for employees and their dependents. Available 24 hours/day, 7 days/week.	The Town														
Flexible Spending Account/ Dependent Care Reimbursement Account	Allocated on VISA Card for ease of use. Allows employees to pay for allowed expenses with pre-tax salary dollars; also allows account to pay for daycare and unreimbursed medical expenses on a pre-tax basis.	The Town														
Credit Union	Employees may join the Civic Credit Union; initial cost to join is \$25.00 deposit into savings account.	The Employee														
Carrboro RPCR Program Discount	Employees receive a 25% discount for programs provided by Carrboro Parks, Recreation, and Cultural Resources.	The Employee														