



NORTH CAROLINA
ADMINISTRATIVE OFFICE
of the COURTS

Summary of Benefits Elected Officials

October 2015

Prepared By:

Human Resources Division



The purpose of this document is to provide a brief overview of all the benefits the NC Judicial Branch of Government provides to eligible employees. Should you have further questions, please contact your designated Benefit Specialist at the Administrative Office of the Courts directly. Contact information is included at the end of this document.

Retirement:

Consolidated Judicial Retirement Plan

Who pays for the System: You and the State both pay the cost of providing your retirement benefits. Your share of the cost, which is automatically deducted from your pay, is 6% of your compensation. The State pays 32.70% (FY 14/15) of all members' salaries to pay for benefits for you and other members.

Retirement Eligibility: Members qualify for Service Retirement after reaching age 50 with a minimum of 24 years of creditable service, or, after reaching age 65 with a minimum of 5 years creditable service. Members qualify for Early Retirement after reaching age 50 with at least 5 years of creditable service.

*Note – As of July 1, 2014, all retirement system members become vested after 5 years of creditable service.

How Your Benefit is Calculated: Your retirement benefit is based on a percentage of final compensation (i.e. final year's total salary) times years of creditable service. The percentage used depends on your position. 3.02% is used for service as a District Court Judge, District Attorney, Public Defender, Clerk of Superior Court, or Director of Indigent Defense Services. 3.52% is used for service as a Superior Court Judge or as Administrative Officer of the Courts. 4.02% is used for service as a Supreme Court Justice or Court of Appeals Judge. The monthly benefit is reduced if you retire early.

Protection of Beneficiaries: The System's primary purpose is to provide retirement income, but recognizes that some employees will not live to enjoy retirement benefits. If you die while employed your surviving spouse will receive a refund of contributions with interest or a monthly benefit in lieu of the refund of contributions (must be 50 or older with at least 5 years service), provided your principal beneficiary designation is your spouse who survives you. The monthly benefit is payable for life as long as the spouse doesn't remarry. In addition, your beneficiary will receive a single lump sum payment equal to your final annual rate of compensation.

Disability Retirement: After 5 years of creditable service, if you become permanently disabled while serving in a judicial capacity and are unable to work, you are eligible for disability retirement benefits using the same formula as used when calculating Service Retirement benefits (service counted as though you continue working to age 65, not to exceed 24 years). Disability status must be approved by the Medical Review Board.

Retiree Health Insurance: When you retire, you are eligible for State Health Plan retiree group coverage, if you contributed to this Retirement System for at least 5 years while employed as a judicial employee. The cost, if any, is determined by when you began judicial employment and which health coverage you select. Under current law, if you were first hired prior to October 1, 2006, and retire with 5 or more years of Judicial System membership service, the State will pay for your State Health Plan individual coverage under the non-contributory plan at retirement (currently 70/30 or Medicare Advantage Base).

Based on the conditions described above, if you were first hired on or after October 1, 2006, in order to receive individual coverage at no cost, you must retire with 20 or more years of retirement service credit; if you have 10 but less than 20 years of retirement service credit, you will have to pay 50% of the cost for your coverage, and with 5 but less than 10 years, you will have to pay the full cost for your coverage. In all cases, the full cost of dependent coverage, if elected, must be paid by you.

As a retiree, when you or covered dependents become eligible for Medicare, you must elect both Parts A (Hospital) and B (Medical) in order to maintain the same level of coverage provided before retirement.

Health & Medical Insurance:

NC State Health Plan

As of January 1, 2015, employees and their dependents may enroll in one of three NC State Health Plan options: Traditional 70/30 Plan, Enhanced 80/20 Plan, or Consumer Directed Health Plan (CDHP). The Judicial Department contributes \$448.12 monthly or \$5,377.32 yearly towards your selected health coverage. Plan features include:

- No cost for individual coverage under the Traditional 70/30 Plan and reasonable premium rates for individual coverage under the Enhanced 80/20 Plan or CDHP
- Coverage for spouse and dependent children
- Monthly payroll deduction of premiums on a pre-tax basis
- An employee-spouse tier when “family coverage” isn’t needed
- Blue Cross and Blue Shield of NC network of physicians and providers
- An extensive out-of-state network of medical providers
- No deductibles or coinsurance for non-hospital based physician office visits
- Specialist visits without need for a referral
- Routine physical exams with small co-payment
- Prescription drug benefits not subject to deductible

NC Flexible Benefits Program

The NC Flex Benefits Program provides a variety of plans to meet the needs of you and your family. Participation in the Plan is optional. You pay the cost of coverage through payroll deduction on a pre-tax basis; thereby, reducing your taxable income. The NC Flex Benefits Program offers the following options:

Dental Plan

Two coverage levels are available. With both the High Option and the Low Option you may select the dentist of your choice.

Vision Care Plan

Three plan options are available to meet the needs of your family. A Core Wellness Exam option is now offered for no cost. Two other options are: Basic Plan and the Enhanced Plan, which covers exams and materials.

Critical Illness Plan

This policy is a good complement to your existing medical coverage, but it should not replace it. The coverage pays a lump-sum payment when a covered person experiences a covered condition.

Cancer Insurance

This particular plan includes three plan options - Low Option, High Option, or Premium Option. These plans help pay for expenses related to cancer and 29 other specified diseases.

Core Accidental Death & Dismemberment (AD&D Insurance)

This coverage pays a full benefit or a percentage of the principal benefit if you suffer a loss or certain injury/dismemberment as the result of a covered accident. This is a free \$10,000 policy offered to all employees, but you have to enroll.

Voluntary Accidental Death & Dismemberment (AD&D Insurance)

This coverage pays a full benefit or a percentage of the principal benefit if you or a covered family member suffer a loss or certain injury/dismemberment as the result of a covered accident.



Voluntary Group Term Life Insurance

This coverage pays a benefit to your beneficiary(ies) if you die while covered under the policy. This is strictly a term life insurance policy that provides a benefit if you die. There is no accumulated cash value. Your monthly premium is based on your age and the coverage amount elected. Coverage for spouse and children is also available.

Health Care Flexible Spending Account (HCFSA)

With this account, you are reimbursed with the pre-tax dollars you set aside to pay for eligible medical and health care expenses not covered by any of your insurance plans.

Dependent Day Care Flexible Spending Account (DDCFSA)

Similar to the HCFSA, you are reimbursed for child care or dependent adult care expenses that allow you to continue to work.

TRICARE Supplement

This benefit is available to Military Retirees or Qualified National Guard and Reserve Members (TRS) working for the state 20 or more hours and who are enrolled in one of the TRICARE Plans offered by the Military.

Supplemental Benefits:

Benefits in this section are intended to supplement the policies above or ones you may already have.

- NC 401(k) / traditional and Roth options (Prudential Retirement)
- NC 457 Deferred Compensation / traditional and Roth options (Prudential Retirement)
- Accident Insurance (AFLAC)
- Cancer Insurance (Colonial Life Insurance Company)
- Hospitalization Insurance (Colonial Life Insurance Company)
- Disability Insurance (Colonial Life Insurance Company)
- Term Life (Colonial Life Insurance Company)
- Whole/Universal Life (ING Employee Benefits)

Additional Benefits & Information:

- NC 529 College Savings Plan (College Foundation of NC)
- NC Prepaid Legal Services
- Paid Holidays
- Service Awards Program
- State Employees Association of NC (membership option)
- State Employee's Credit Union Banking (membership option)
- WeSave Discount Program
- BarCARES Employee Assistance Program (Program for District Court Judges)

Judicial Longevity:

After five years of service in a judicial capacity you are eligible to receive judicial longevity pay in addition to base salary. Judicial longevity pay is a percentage of the annual base salary. The rate increases as years of qualifying service increases. See the chart below for details:

<u>Years of Qualifying Service</u>	<u>Judicial Longevity Pay Rate</u>
5 but less than 10 years	4.8 percent
10 but less than 15 years	9.6 percent
15 but less than 20 years	14.4 percent
20 but less than 25 years	19.2 percent
25 or more years	24.0 percent

AOC Benefits Specialists Contact Information:

For more information on any of the Judicial Branch benefits contact your assigned Benefits Specialist who are separated by county and district. To view a listing of these assignments, visit www.nccourts.org/careers/documents/benefits_2015.pdf

<u>Specialist:</u>	<u>Phone Number:</u>	<u>Email Address:</u>
Kara Rouse	919-890-1309	kara.f.rouse@nccourts.org
Trumelia Hawkins	919-890-1120	trumelia.v.hawkins@nccourts.org
Bob McKane	919-890-1117	robert.m.mckane@nccourts.org

Additional Resources:

More information about each benefit can be found at www.nccourts.org/Careers/Benefits

Retirement

www.nctreasurer.com

Under "Retirement & Savings" go to "Retirement Benefits Handbooks" and then "Consolidated Judicial Retirement Handbook"

1-877-627-3287

NC State Health Plan

www.shpnc.org

1-888-234-2416

NC Flex

www.ncflex.org

Prudential 401(k) & 457 Deferred Compensation

www.retirement.prudential.com/cws/ncplans/

1-866-627-5267

AFLAC

(919) 846-0768 or email

jimaflac@aol.com

Colonial Life Insurance Company

1-888-732-6248 or email Colonial.ncservice@gmail.com

ING Employee Benefits

1-800-421-3142

North Carolina Prepaid Legal Services

1-800-232-4936

National College Savings Program (529 plan)

www.cfnc.org/Savings

1-800-600-3453

State Employee's Association of NC, Inc. (SEANC)

www.seanc.org

1-800-222-2758 or (919)833-6436

State Employee's Credit Union

www.ncsecu.org

BarCARES Employee Assistance Program

www.hrc-pa.com/services/BarCARES

1-800-640-0735

WeSave Discount Program

www.wesave.com

1-888-434-1430

