



NORTH CAROLINA  
ADMINISTRATIVE OFFICE  
*of the* COURTS

## **Summary of Benefits Elected Officials**

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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 30.05% (FY 11-12) of all members' salaries to pay for benefits for you and other members.

**Retirement Eligibility:** Members hired **before August 1, 2011** 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.

Members hired **on or after August 1, 2011** 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 10 years creditable service. Members qualify for Early Retirement after reaching age 50 with at least 10 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:** 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 a portion of the full cost for your individual health insurance coverage in one of the State Health Plan's PPO Plans. All retirees in the 80/20 PPO Plan now have to pay a premium for their individual coverage.

Under current law, for employees that were **first hired on or after October 1, 2006**, the following rules apply. Retirees that have 5 but less than 10 years of service will have to pay the full portion of the State's cost for their health insurance coverage. Retirees that have 10 but less than 20 years of service will have to pay 50% of the State's cost for their health insurance coverage. For retirees that have at least 20 years of service, the majority of the State's cost will be paid for the retiree's individual coverage. All retirees in the 80/20 PPO Plan now have to pay a premium for their individual coverage.

## **Health & Medical Insurance:**

### ***NC State Health Plan***

Employees and their dependents may enroll in one of two NC SmartChoice PPO plans: Basic (70/30) and Standard (80/20). The AOC contributes \$410.94 monthly or \$4,931.28 yearly towards your selected health coverage. Plan features include:

- No cost for employee coverage
- A reduced premium plan option for dependent coverage
- Monthly payroll deduction of premiums on an optional 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 physicals, eye, or ear 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 Program offers the following plan options:

#### ***Dental Plan***

Two coverage levels are available for our employees. 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. All three options offer in-network and non-network benefits. Using an in-network provider will result in less expense for you.

#### ***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.

#### ***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 you elect.



**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.

**Supplemental Benefits:**

These benefits are offered specific to the Judicial Branch of NC and are intended to supplement the policies above or ones you may already have.

- NC 401(k) / traditional and roth options available (Prudential)
- NC 457 Deferred Compensation Plan (Prudential)
- NC 529 College Savings Plan (College Foundation of NC)
- Accident Insurance (AFLAC)
- Cancer Insurance (AFLAC)
- Hospitalization Insurance (AFLAC)
- Disability Insurance (Colonial Life Insurance Company)
- Term/Whole/Universal Life (ING)
- Long-Term Care Insurance (Prudential)

**Additional Benefits & Information:**

- Educational Assistance
- Employee Assistance Program
- NC Prepaid Legal Services
- Paid Holidays
- Service Awards Program
- State Employees Association of NC
- State Employee’s Credit Union Banking
- US Savings Bonds

**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 please contact your assigned Benefit Specialist. Benefit Specialists are designated by the first letter of your last name.

<u>Specialist:</u>	<u>Last Name:</u>	<u>Phone Number:</u>	<u>Email Address:</u>
Debbie Perkinson	A – F	919-890-1120	<a href="mailto:debbie.h.perkinson@nccourts.org">debbie.h.perkinson@nccourts.org</a>
Sarah West	G – M	919-890-1106	<a href="mailto:sarah.c.west@nccourts.org">sarah.c.west@nccourts.org</a>
Robert (Bob) McKane	N – Z	919-890-1117	<a href="mailto:robert.m.mckane@nccourts.org">robert.m.mckane@nccourts.org</a>

