

## **Article X. Insurance and Retirement Benefits**

Each Town employee shall be included in the Social Security program as a condition of employment.

### **Section 5. Retirement Benefits**

The Town provides retirement benefits for its employees. Such benefits are provided through any one of the following:

- A. The North Carolina Local Governmental Employees' Retirement System;
- B. A plan contracted with a private insurance company;
- C. A local retirement system.

All regular employees shall be required to participate in the Town's retirement plan should they not be otherwise disqualified from participation.

The Town also contributes to the retirement pool on an actuarial basis as defined by the NC Retirement System each fiscal year.

### **Section 6. Law Enforcement Deferred Income & Separation Allowance**

The Town provides contributions to a deferred income plan for active law enforcement personnel and provides a monthly separation allowance to retired law enforcement officers as required in Chapter 143 Article 12D and Article 12E of the General Statutes of North Carolina.

### **Section 7. 457 Deferred Compensation**

Each regular employee shall have the opportunity to enroll in a 457 Deferred Compensation Plan. Participation is voluntary and is handled through payroll deduction. Employees are vested according to the rules and regulations of the plan.

### **Section 8. State 401k Deferred Compensation Plan**

401K Contribution for General Employees: ~~The Town offers a matching contribution program for General Employees. The town will match an employee's contribution up to 2% of employee's gross salary. All full-time employees may make voluntary contributions to the 401(k) Plan up to the limits established by law and the 401(k) provider. The Town may contribute a percentage of salary to the State 401 (k) Plan for each employee who is not a sworn law enforcement officer, subject to availability of funds and approval by the Town Board.~~

401k Contribution for Sworn Law Enforcement Officers: The Town contributes 5% for law enforcement officers as mandated by the General Assembly.

Such contribution is vested to the employee according to the rules and regulations of the plan document.

### **Section 9. Worker's Compensation**

All employees are covered with worker's compensation insurance as required by the General Statutes of North Carolina. Information regarding worker's compensation is posted through-out town facilities and may be also obtained from the Human Resource Department.