

## Commissioners are classified as Regular Part Time Employees

### **Life Insurance**

A. All eligible employees in regular positions are covered with Basic Life and Accidental Death and

Dismemberment Insurance. The County pays 100% of the premium.

B. In addition to the Basic Life Insurance, each eligible employee has the opportunity to enroll in additional life insurance in optional amounts. The employee pays the entire cost of the premium, but low group wholesale rates are available on a convenient payroll deduction basis.

C. Employee may purchase coverage on eligible dependents.

D. All eligible employees may purchase coverage on their spouse.

### **Group Health Insurance**

Employees in a regular position who work at least 1,560 hours per year (thirty hours per week) may participate in the group hospitalization and medical care plan upon the completion of the first six months of continuous service and after ninety days of employment effective 01/01/2013, with costs shared between the employee and the County at varying ratios depending upon the type of coverage selected.

### **Dental Insurance**

Regular employees and their dependents may enroll in the Buncombe County Dental Insurance Program.

### **Flexible Spending Accounts**

Employees may choose to have some of their income set aside in a reimbursement account on a pre-tax basis used to reimburse out-of-pocket medical expenses and/or dependent care expenses.

### **457 Plan**

Buncombe County contributes eight percent of the County Commissioner's salary to the plan. Additional Commissioner Participation is voluntary.