

Town of Burgaw
Full Time Employee Benefits
July 1, 2025 – June 30, 2026

- **100% covered employee Health Insurance provided by Blue Cross Blue Shield**
(available to family members at employee's expense)
- **Dental/Vision Insurance:**
 - 100% covered employee Dental Insurance provided by Delta Dental (available to family members at employee's expense)
 - 100% covered employee Vision Insurance provided by Community Eye Care (available to family members at employee's expense)
- **NC State Retirement required contributions from the Town:**
 - 14.35% contributed for regular employees
 - 16.08% contributed for law enforcement
- **NC 401k Retirement Plan (Empower) contributions from the Town:**
 - 5% contributed regardless of what the employee contributes

- **\$15,000 Life Insurance Policy**

- **Covered under Workers' Compensation**

- **Accrued bi-weekly Sick Leave**

| Regular | Police | Fire |
|------------|------------|------------|
| 3.70 hours | 3.98 hours | 5.18 hours |

- **Accrued bi-weekly Vacation Leave (accrual rate based on number of years of service)**

| Regular | Police | Fire |
|---------------------|---------------------|---------------------|
| 3.08 hours to start | 3.31 hours to start | 4.31 hours to start |

- **12 paid holidays (8 hours)**
 - New Year's Day
 - Martin Luther King, Jr.'s Birthday
 - Good Friday
 - Memorial Day
 - Fourth of July
 - Labor Day
 - Veteran's Day
 - Thanksgiving Thursday and Friday
 - Christmas (3 days)

- **1 paid 8-hour Floating Holiday in recognition of Juneteenth**