

Benefit Questions Asked of Neighboring Brunswick County Municipalities

1. Does your Town pay 100% of the **Employee** Cost for Insurance?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
Medical	YES	YES	YES	YES	YES	YES	YES	YES	YES
Dental	YES	YES	YES	YES	YES	YES	YES	YES	YES
Vision	YES	YES	YES	YES	YES	N/A	YES	YES	YES

2. If your Town is paying 100% of the **Employee** Cost for Insurance and you have a premium increase, is that increase then collected from the **Employee** or is it absorbed by the Town?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
Medical	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED
Dental	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED
Vision	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED	ABSORBED

3. Does your Town pay any portion of the Employee **dependent** Cost of Insurance?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
Medical	NO	NO	NO	NO	Yes	50%	30%	Yes	Yes
Dental	NO	NO	NO	NO	Sliding Scale	NO	30%	Yes	Yes
Vision	NO	NO	NO	NO	Percentage	N/A	30%	Yes	Yes

4. Is your Town including a **COLA** increase for 2012/2013 Budget?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
	NO	2%	2.50%	NO	Unknown Now	NO	2%	2%	No

5. Is your Town including a **Merit** increase for 2012/2013 Budget?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
	3%	1%	2.50%	5%	Unknown Now	4%	No	2%	5%

6. Does your Town give a **Longevity Bonus** and/or **Christmas Bonus**?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
	Yes-Longevity Pay	Yes-Longevity Pay	No-Longevity Pay	Yes-Longevity Pay	No-Longevity Pay	No-Longevity Pay	Yes-Longevity Pay	Yes-1% Longevity Pay	No-Longevity Pay this year
	Yes-Chirstmas Bonus	Yes-Christmas Bonus	Yes-Christmas Bonus	Yes-No-Christmas Bonus	Yes-Christmas Bonus	Yes-Christmas Bonus	Yes-Christmas Bonus	No-Christmas Bonus	No-Christmas Bonus

7. If your Town does not give a **Christmas Bonus**, are your employees compensated in another way?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
	Cash	Christmas Dinner plus a gift	Christmas Dinner	Christmas Dinner	Cash	Cash	Christmas FT \$175 Christmas PT \$125	No	Christmas Lunch

8. Does your Town contribute to a **401K plan**? If so at what percentage and is it a required matching contribution?

	Ocean Isle Beach	Shallotte	Calabash	Carolina Shores	Oak Island	St. James	Southport	Sunset Beach	Holden Beach
	5% No Required Match	5% No Required Match	No	5% No Required Match	3% No Required Match	5% No Required Match	5% No Required Match	5% Match Required	5% Match Required

