

## Benefits Eligibility

As an employee of the North Carolina Judicial Department, you may have the opportunity to participate in an array of benefit offerings depending on your employment status. Use the chart below to review eligibility for Judicial Department benefits.

| Employee Status                          | Weekly Work Hours                                                                                                                                                                                                                                                                     | Participation Eligibility                                                                                                                                                                       |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Permanent Full-time</b>               | 40 per week                                                                                                                                                                                                                                                                           | Eligible for NC Judicial Department benefits package including health insurance, NC Flex Benefits Program, retirement, and supplemental benefits                                                |
| <b>Permanent Part-time</b>               | 30 per week                                                                                                                                                                                                                                                                           | Eligible for NC Judicial Department benefits package including health insurance, NC Flex Benefits Program, retirement, and supplemental benefits                                                |
|                                          | 20 – 29 hours per week                                                                                                                                                                                                                                                                | Eligible for health insurance by paying the employer contribution towards coverage; eligible for NC Flex Benefits Program the same as full-time employees; not eligible for retirement benefits |
|                                          | Less than 20 hours per week                                                                                                                                                                                                                                                           | Not eligible for NC Judicial Department benefits.                                                                                                                                               |
| <b>Special Participation Eligibility</b> |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                 |
| <b>Grant-funded</b>                      | Grant-funded employees are generally eligible for the NC Judicial Department benefits package under the same provisions as those employed in permanent positions.                                                                                                                     |                                                                                                                                                                                                 |
| <b>Magistrates</b>                       | Part-time and full-time Magistrates are eligible the NC Judicial Department benefits package including health insurance, NC Flex Benefits Program, retirement, and supplemental benefits, under the same provisions as permanent full-time employees regardless of weekly work hours. |                                                                                                                                                                                                 |
| <b>Temporary</b>                         | 30 or more hours per week                                                                                                                                                                                                                                                             | May be eligible for a high deductible health plan (HDHP)                                                                                                                                        |
|                                          | Less than 30 hours per week                                                                                                                                                                                                                                                           | Not eligible for NC Judicial Department benefits.                                                                                                                                               |