



Choose A Career With The North Carolina Department Of Revenue

Our mission is to fund public services benefiting the people of North Carolina, we administer the tax laws and collect the taxes due in an impartial, consistent, secure, and efficient manner. If you are looking to start a career, better balance your professional and personal life, or simply to serve North Carolina citizens, a career with the North Carolina Department of Revenue might be the right fit for you!

EMPLOYEE BENEFITS

North Carolina State Government has an attractive compensation program. In addition to a competitive salary, State government employees enjoy a balanced benefits package. A brief description of our benefits are outlined below:

Leave With Pay

- Sick Leave – 96 hours (12 days) provided yearly to permanent, probationary, trainee, and time-limited employees (regardless of years of service)
- Vacation Leave – At least 112 hours (14 days) provided yearly to permanent, probationary, trainee and time-limited employees. The longer you work for the State the more vacation time you earn.
- Holidays—The following paid holidays are observed each year: New Year’s Day, Dr. Martin Luther King’s Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving (2 days), and Christmas (3 days).

Retirement

- Teachers’ and State Employees’ Retirement – A retirement system which also provides disability and death benefits after you have completed certain service requirements.
- Law Enforcement Officers’ Retirement – A retirement fund open to employees who work in law enforcement.

Insurance

- Health Insurance – A statewide group plan which covers hospital and medical expenses. Any permanent employee who works 30 + hours per week may enroll and the State pays the full amount for individual coverage. Family and dependent coverage is available at the employee’s expense.
- Disability Salary Continuation Plan – A plan provided at the State’s expense for full-time permanent employees who are members of the Teachers’ and State Employees’ Retirement System.

Other Benefits

- Civil Leave
- Community Service Leave
- Family Medical Leave
- Family Illness Leave
- Holiday Premium Pay – available to select employees who are required to work on designated holidays
- Longevity Pay – recognized long-term service of employees who have served at least 10 years with the State



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- Military Leave
- Overtime Pay – payment of premium time and one-half rates to non-exempt employees working in excess of 40 hours within one week
- Paid Parental Leave
- Service Awards
- Unemployment Compensation
- Voluntary Shared Leave
- Workers' Compensation

Flexible Benefits

NC Flex offers the following benefits:

- Health Care Spending Account
- Dependent Day Care Spending Account
- Vision Care Plan
- Voluntary Accidental Death and Dismemberment Insurance
- Dental Plan
- Critical Illness
- Voluntary Group Term Life Insurance
- Cancer Insurance

Supplemental Benefits

NCDOR offers the following supplemental benefits:

- Colonial
- Protective Life Insurance
- Prudential - North Carolina Total Retirement Plans: 401(k)|457|403(b)

