

# FY 2026 Benefits At A Glance



Whether you are considering employment with Dinwiddie County or you are a current employee, this brochure is designed to summarize the employee benefits. Dinwiddie County values its employees and offers a comprehensive benefits package that represents a significant component of the employees' total compensation package. More detailed information, including specific eligibility requirements, is provided in the Employee Handbook, which is available by calling Human Resources at (804) 469-4500 or by e-mail [hr@dinwiddieva.us](mailto:hr@dinwiddieva.us)



# Dinwiddie County Benefits At A Glance

## Payroll

Payroll is issued semi-monthly. Electronic Deposit is a condition of employment for all Dinwiddie County employees.

## Paid Holidays

New Year's Day  
Martin Luther King, Jr. Day  
Presidents' Day  
Memorial Day  
Juneteenth  
Independence Day  
Labor Day  
Columbus Day  
Election Day  
Veterans Day  
Thanksgiving  
Day After Thanksgiving  
Christmas

## Tuition Reimbursement Plan

Provide eligible employees with the opportunity to obtain, maintain, or improve job-related capabilities through participation in courses of study at accredited colleges and organizations specializing in job and career-related education and training.

## Discounted Services & Incentives

- Free Access to Fitness Rooms located in various facilities

## Vacation Leave

Years of Service	Hours Earned per Month	Hours Earned per Year
0-5 years inclusive	8 hours	96 hours
6-10 years inclusive	10 hours	120 hours
11-15 years inclusive	12 hours	144 hours
16 years or more	14 hours	168 hours

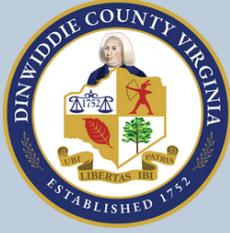
## Sick Leave

Employees earn 8 hours per month - unlimited accumulations.

*\*Fire protection employees please refer to the Personnel Manual for Leave Accruals.*

**Doretha Pegram**  
Human Resources  
Manager

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# Dinwiddie County Retirement Information

## Retirement – Virginia Retirement System (VRS)

*All employees are required to pay employee contributions in the amount of 5% of their creditable compensation each month on a pre-tax salary reduction basis.*

**PLAN 1:** Employees whose membership date is prior to July 1, 2010 and were vested as of January 1, 2013.

**PLAN 2:** Employees whose membership date is from July 1, 2010 to December 31, 2013 or membership date prior to July 1, 2010 but were not vested as of January 1, 2013.

**HYBRID PLAN:** Employees whose membership date is January 1, 2014 or later.

## Group Life Insurance – Virginia Retirement System (VRS)

County pays 100%  
Amounts equals two times your annual salary  
*(rounded up to the next \$1,000)*

## Voluntary Payroll Deductions

Securian Financial Optional Life Insurance  
Davis Vision  
Deferred Compensation (Corebridge & Nationwide)  
Supplemental Insurance Services (Aflac & Colonial Life)



# 2025 – 2026 Health and Dental Insurance Rates

**Effective July 1, 2025**

	The Local Choice Key Advantage 1000	The Local Choice High Deductible Health Plan (No Out of Network Coverage)
Employee's Monthly Payment	With Comprehensive Dental	With Comprehensive Dental
EMPLOYEE	\$148	\$20
EMPLOYEE/DEPENDENT	\$465	\$229
EMPLOYEE/FAMILY	\$680	\$332
County's Monthly Payment		
EMPLOYEE	\$691	\$691
EMPLOYEE/DEPENDENT	\$1,086	\$1,086
EMPLOYEE/FAMILY	\$1,586	\$1,586
	The Local Choice Key Advantage 1000	The Local Choice High Deductible Health Plan (No Out of Network Coverage)
Employee's Monthly Payment	With Preventive Dental	With Preventive Dental
EMPLOYEE	\$129	\$0
EMPLOYEE/DEPENDENT	\$431	\$193
EMPLOYEE/FAMILY	\$629	\$280
County's Monthly Payment		
EMPLOYEE	\$691	\$691
EMPLOYEE/DEPENDENT	\$1,086	\$1,086
EMPLOYEE/FAMILY	\$1,586	\$1,586

*Medical, behavioral health, prescription drugs, and routine vision are administered by Anthem. Routine dental is administered by Delta Dental.*

## Anthem's Employee Assistance Program (EAP)

All health plans offered to our employees and their dependents have employee assistance programs. Included are up to four sessions at no charge for such services as mental health, alcohol or drug abuse assessment, child or elder care, grief counseling and legal or financial services. In general, care must be authorized in advance. For more information, contact:

Anthem EAP 1-855-223-9277