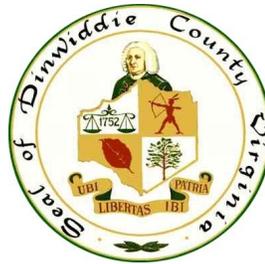


Dinwiddie County: *A great place to work...*

# FY 2017 Benefits At A Glance



*The mission of Dinwiddie County Government is to ethically,  
efficiently serve our citizens and enhance the overall community.*

**Payroll** is issued once a month - on the last working day of the month.

**Electronic Deposit** is a condition of employment for *all* Dinwiddie County employees.

### 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.

### Paid Holidays

New Year's Day	Labor Day
Lee-Jackson Day	Columbus Day
Martin Luther King, Jr. Day	Veterans' Day
President's Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving Day
Independence Day	Christmas Day

### 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

## **Retirement—Virginia Retirement System (VRS)**

**PLAN 1:** Employees whose membership date is before July 1, 2010 are covered under the provisions of the VRS Plan 1. Currently the County pays 2% of the employee's contribution of his/her regular salary each pay period to the Virginia Retirement System, with the employee paying the remaining 3%. As of July 1, 2015, the County will pay 1% of the employee's contribution, with the employee paying the remaining 4%.

**PLAN 2:** Employees whose membership date is July 1, 2010 or later are covered under the provisions of the VRS Plan 2. The VRS Plan 2 members will be required to pay the 5% pre-tax membership contribution to the Virginia Retirement System.

**HYBRID PLAN:** Employees whose membership date is January 1, 2014 or later are covered under the provisions of the VRS Hybrid Plan and will be required to pay the 5% pre-tax membership contribution to the Virginia Retirement System.

## **Group Life Insurance—Virginia Retirement System (VRS)**

County pays 100%  
Amounts equals two times your annual salary  
(rounded up to the next \$1,000.00)

**VRS Retirement and Life Insurance—mandatory for all full time salary positions**

### **Voluntary Payroll Deductions**

Minnesota Optional Life Insurance  
Davis Vision  
Deferred Compensation (Valic & Nationwide)  
Supplemental Insurance Services (AFLAC & Colonial Life)

### **Discounted Services & Incentives**

Free Access to the Edgehill Fitness Room, Eastside Enhancement Center  
Verizon Wireless  
Sam's Club

### **Membership Eligibility**

Virginia Credit Union  
Fort Lee Federal Credit Union

# 2016—2017 Health and Dental Insurance Rates

Effective July 1, 2016

	Key Advantage 1000	HDHP (No Out of Network Coverage)
Employee's Monthly Payment	With Comprehensive Dental	With Comprehensive Dental
EMPLOYEE	\$106	\$11
EMPLOYEE/DEPENDENT	\$300	\$124
EMPLOYEE/FAMILY	\$437	\$181
County's Monthly Payment		
EMPLOYEE	\$434	\$434
EMPLOYEE/DEPENDENT	\$699	\$699
EMPLOYEE/FAMILY	\$1,021	\$1,021

	Key Advantage 1000	HDHP (No Out of Network Coverage)
Employee's Monthly Payment	With Preventive Dental	With Preventive Dental
EMPLOYEE	\$95	\$0
EMPLOYEE/DEPENDENT	\$280	\$104
EMPLOYEE/FAMILY	\$407	\$151
County's Monthly Payment		
EMPLOYEE	\$434	\$434
EMPLOYEE/DEPENDENT	\$699	\$699
EMPLOYEE/FAMILY	\$1,021	\$1,021

*Anthem Blue Cross and Blue Shield administers Medical, Behavioral Health, Patient Prescription Drugs and Routine Vision claims.  
Delta Dental of Virginia administers preventive and comprehensive dental claims.*

## 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

AnthemEAP.com

Login: Commonwealth of Virginia then select *The Local Choice*

*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)*