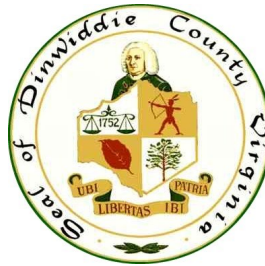


Dinwiddie County: *A great place to work...*

FY 2021 Benefits At A Glance



The mission of Dinwiddie County is to build our community through a commitment to excellence in public service.

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.

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

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 specializing in job and career-related education and training.

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 \$1,000.00)

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 Fitness Rooms located in various facilities
Verizon Wireless
Sam's Club

Membership Eligibility

Virginia Credit Union
Fort Lee Federal Credit Union

2020—2021 Health and Dental Insurance Rates

Effective July 1, 2020

	Key Advantage 1000	HDHP (No Out of Network Coverage)
Employee's Monthly Payment	With Comprehensive Dental	With Comprehensive Dental
EMPLOYEE	\$106	\$17
EMPLOYEE/DEPENDENT	\$325	\$159
EMPLOYEE/FAMILY	\$474	\$231
County's Monthly Payment		
EMPLOYEE	\$479	\$479
EMPLOYEE/DEPENDENT	\$758	\$758
EMPLOYEE/FAMILY	\$1,107	\$1,107
	Key Advantage 1000	HDHP (No Out of Network Coverage)
Employee's Monthly Payment	With Preventive Dental	With Preventive Dental
EMPLOYEE	\$89	\$0
EMPLOYEE/DEPENDENT	\$293	\$128
EMPLOYEE/FAMILY	\$427	\$186
County's Monthly Payment		
EMPLOYEE	\$479	\$479
EMPLOYEE/DEPENDENT	\$758	\$758
EMPLOYEE/FAMILY	\$1,107	\$1,107

Anthem Blue Cross and Blue Shield administers Medical, Behavioral Health, Patient Prescription Drugs and Routine Vision 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

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