



COUNTY OF YORK - BENEFITS

The benefits listed below are offered to all regular full-time employees.

Retirement Pension Plan Participation with the Virginia Retirement System (VRS) is mandatory for all full-time and Head-Start Employees. Retirement benefits are funded through member and employer contributions. An employee contributes 5% of their base pay into the plan. VRS offers three retirement plans including, Plan 1, Plan 2, and the Hybrid Retirement Plan. An employee's plan eligibility is generally based on an employee's date of hire. Employees hired after January 1, 2014 without previous VRS membership will participate in the Hybrid Retirement Plan. The Hybrid Retirement Plan combines features of a defined benefit retirement plan and a defined contribution retirement plan.

Group Term Life Insurance Regular full-time employees are automatically enrolled in a group-term life insurance program paid in full by York County. Minnesota Life Insurance Company is the current provider of all life insurance benefits administered by VRS. Benefits for natural death are equal to the employee's annual salary rounded up to the next thousand and then doubled. Benefits for accidental death are equal to twice the amount of natural death benefits.

Additional Optional Life Insurance Additional life insurance is available for purchase by the employee at group rates for those who wish to supplement the basic group life insurance. Additional insurance may be purchased for the employee, their spouse and/or their children. Employees can choose additional insurance for themselves up to four times their annual salary with this option.

Deferred Compensation A deferred compensation 457 Plan through payroll deduction is available. This supplemental retirement plan is tax-deferred and allows a variety of investment choices. The 457 plan is similar to 401k plans available in the private sector. *This benefit is also available to regular part-time employees.*

Group Health Insurance Group health insurance is available through Cigna Health Care with two plan options. Employees may choose between the Open Access Plus 1 Plan (OAP1) or the Choice Fund Open Access Plus Plan paired with a Health Savings Account (HSA). This HSA includes monthly contributions from York County, and the option for employees to contribute as well.

Group Dental Insurance Group dental insurance is available through Delta Dental of Virginia with two options to suit each employee's particular needs. York County offers dental insurance as a stand-alone plan; employees may enroll in the group dental plan without enrolling in the group health plan. Employees may choose between the Preferred Provider Organization (PPO), or the Exclusive Provider Option (EPO).

Flexible Spending Account (FSA) The option to open a medical and/or dependent care FSA is offered through Flexible Benefit Administrators. These accounts are fully funded by the employee through pre-tax payroll deductions. Monthly fees for these accounts are paid by York County.

Holidays York County offers employees 13 paid holidays each year.

Vacation / Sick Time VRS Retirement Plan 1 and Plan 2 members (with less than five years of service with York County) accrue 8 hours of vacation time and 8 hours of sick time per month.

Paid Time Off (PTO) VRS Hybrid Retirement Plan members (with less than five years of service with York County) accrue 12 hours of PTO per month.

Tuition Reimbursement The Training and Education Program encourages our employees to improve effectiveness in their job performance, as well as to prepare for potential advancement within the County. We offer tuition reimbursement for employees who meet the program requirements. York County will reimburse up to 50% of course tuition per employee per semester.

Premium Conversion Employees are offered the option to pay their health and/or dental insurance premiums on a pre-tax basis. Electing this option allows employees to lower their taxable income which results in having more take-home pay.

Military Leave Employees who are members of the Uniformed Services are entitled to receive up to 15 paid workdays of military leave each federal fiscal year.

Funeral Leave Funeral leave may be granted up to three days with pay upon the death of an immediate family member.

Short-term and Long-term Disability Insurance Disability insurance is provided for Hybrid Retirement Plan members through VRS.

Long Term Care Insurance Administered by VRS, underwritten by Genworth Life Insurance Company, coverage is available for purchase through direct billing.

AFLAC Coverage is available for purchase by employees through payroll deduction.

Wellness Program York County sponsors annual wellness activities, lunch-and-learn programs, and provides educational materials on a variety of topics on a regular basis.

Employee Assistance Program (EAP) EAP is available at no cost to all regular part-time and full-time employees.

Yorktown Rewards Program York County employees may show their Yorktown Rewards Card to receive discounts at many local participating businesses, restaurants, and shops.

Verizon Wireless Discount York County employees receive a 20% discount off their personal Verizon Wireless account and Verizon Wireless accessories.

Fitness Program Discounts York County employees are able to receive discounts on membership fees and enrollment fees at various local fitness centers, gyms and fitness clubs.