



BENEFIT OFFERINGS

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

HEALTH INSURANCE BENEFITS

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 dental 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).

Group Vision Insurance Group vision insurance is available through Community Eye Care (CEC) with two options to suit each employee's particular eye needs. Employees may choose between the 195 Plan or the 250 Plan, which corresponds to the amount of the annual allowance. Our vision insurance is offered as a stand-alone plan that is 100% paid by the employee. Employees may enroll in the group vision plan without enrolling in the group health plan or dental plan.

Premium Deduction Options Employees are offered the option to pay their health, dental and/or vision 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.

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.

Retirement Plan Participation with the Virginia Retirement System (VRS) is mandatory for all full-time and benefit eligible 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.

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

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 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/Securian Life Insurance Company is the current provider of all life insurance benefits administered by the 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.

Long Term Care Insurance Administered by the 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.

LEAVE BENEFITS

Vacation / Sick Leave VRS Retirement Plan 1 and Plan 2 members (with less than five years of service with York County) accrue 8 hours of vacation and 8 hours of sick leave for each full calendar month.

Paid Time Off (PTO) / Sick Leave VRS Hybrid Retirement Plan members (with less than five years of service with York County) accrue 12 hours of PTO and 3 hours of sick leave for each full calendar month.

Holidays York County offers employees 14 paid holidays each year (may vary by nature of position).

Family and Medical Leave In accordance with the Family and Medical Leave Act (FMLA), eligible employees are entitled to up to 12 workweeks of paid/unpaid leave for qualifying events in a rolling year. Special provisions for military caregiver and qualifying exigency leave are also covered under the FMLA and County policy.

Military Leave Employees who are members of the Uniformed Services are entitled to receive up to 21 paid workdays of military leave each federal fiscal year.

Funeral Leave Funeral leave may be granted up to three (3) days with pay upon the death of an immediate family member, as defined by County policy.

WELLNESS BENEFITS

Employee Assistance Program (EAP) EAP is available at no cost to employees and may also include their family members, as applicable`.

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

Wellness Incentives A program offered to eligible employees to be rewarded tax free incentive pay, for completing a health risk assessment and physical preventative exam or annual well-woman exam.

ADDITIONAL COMPENSATION BENEFITS

Degree Reimbursement Program York County 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 75% of course tuition costs (excluding fees) up to a maximum reimbursement of \$4,000 per fiscal year.

Certification Pay Program Special incentive pays are available for both public safety and non-public safety employees.

Employee Referral Program Referral rewards are available for current, eligible full-time employees who refer applicants and are successfully hired in an eligible full-time position.

Incentive Pay Program Multiple special incentive pays are available for both public safety and non-public safety employees.

DISCOUNT BENEFITS

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

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

Langley Federal Credit Union The County is within the field of membership of the Langley Federal Credit Union and its employees enjoy full membership eligibility for all the credit union's programs.