

MOUNT ROGERS COMMUNITY SERVICES BOARD

2017/2018 BENEFITS SUMMARY

FULL-TIME EMPLOYEES

The following list provides a brief outline of current benefits provided to Full-Time Employees of the Board. Employees should refer to the individual Benefits Book provided during the orientation process for a description of Benefits. The Board reserves the right to change, alter, amend, or delete these benefits in the future. The Benefits set forth in this Summary is not to be regarded as creating between the Board and Employees a contract of employment either expressed or implied.

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>BENEFITS RECEIVED</u>
MEDICAL INSURANCE	Employee/ Agency	\$25 Co-Pay Office Visit/ \$40 Co-Pay for Specialist 80%/20% Co-Insurance in Network Deductible - \$500 Single/ \$1000 Family
PRESCRIPTION COVERAGE	Employee/ Agency	Tier 1: \$10 Tier 2: \$30 Tier 3: \$45 Tier 4: \$55
DENTAL INSURANCE DELTA DENTAL	EMPLOYEE/ AGENCY	Covers Preventive and Comprehensive Services
VISION CARE BLUE VIEW VISION	EMPLOYEE/ AGENCY	Office Visit Co-Pay \$40 Please refer to Blue View Vision Benefit Book. Vision coverage is part of medical and cannot be purchased separate.

For Each Monthly Pay Period, the Pre-Taxed Premium for Health and Dental Coverage is as follows:

EMPLOYEE ONLY:	\$ 32.00
EMPLOYEE PLUS ONE	\$ 387.00
FAMILY:	\$ 568.00
<u>11-Month Contractual</u>	
EMPLOYEE ONLY	\$ 83.46
EMPLOYEE PLUS ONE	\$ 421.90
FAMILY	\$ 619.27

If both spouses are employed Full-Time by Mount Rogers Community Services Board, the Board will pay the Family Coverage. If a spouse is 11-month contractual, the cost will be pro-rated.

ELIGIBILITY: First day of the month following a 30-day waiting period.

PENSION PLAN VIRGINIA RETIREMENT SYSTEM	EMPLOYEE	5% employee contribution (pre-taxed) Please visit the VRS website at www.varetire.org for information on your plan.
ELIGIBILITY: Employees become members of VRS on the first day of the month following a 30-day waiting period.		
BASIC LIFE INSURANCE (Virginia Retirement System)	AGENCY	Twice your annual salary rounded up to the nearest \$1,000. Effective the first day of the month following a 30-day waiting period.
OPTIONAL LIFE INSURANCE (Virginia Retirement System)	EMPLOYEE	May Purchase additional life insurance on self, spouse and dependent children. guaranteed issue if apply during the first 31days after becoming eligible.
LONG TERM DISABILITY INSURANCE	AGENCY	60% of salary after 180 day waiting period. Must apply and be approved for long-term disability.
SHORT TERM DISABILITY INSURANCE	AGENCY	60% of salary after 7 day waiting period. Employees hired after January 1, 2014 are eligible for STD. Must be employed one year and approved for short-term disability.
SOCIAL SECURITY	EMPLOYEE/ AGENCY	As provided by State and Federal Law
WORKERS COMPENSATION	AGENCY	Insurance for on the job injuries and illness as defined by State Law.
UNEMPLOYMENT INSURANCE	AGENCY	As defined by State Law
PROFESSIONAL LIABILITY	AGENCY	Coverage at no cost to employee
PAID TIME OFF (PTO)	AGENCY	0 – 5 years: 12.5 hrs. per month (20 days per yr.) 6 - 10 years: 14.38 hrs. per month (23 days per yr.) 11 – Up: 16.25 hrs. per month (26 days per yr.)
ANNUAL LEAVE Employees hired before January 1, 2014		0 – 5 years: 10.63 hrs. per month (17 days per yr.) 6 - 10 years: 14.38 hrs. per month (23 days per yr.) 11 – Up: 16.38 hrs. per month (26 days per yr.)
PTO ANNUAL CARRYOVER	AGENCY	0 – 5 years: 75 hours (10.0 days) 6 – 10 years: 86.5 hours (11.5 days) 11 – Up: 98 hours (13.0 days)
SICK LEAVE Employees hired before January 1, 2014		11.25 hours per month
FAMILY ILLNESS/BEREAVEMENT	AGENCY	Employees may use their PTO or Sick Leave for family illness / bereavement

FAMILY MEDICAL LEAVE ACT		Up to 12 weeks of unpaid leave to attend to a serious personal illness, family illness, birth, or adoption. Must meet eligibility requirements
PAID HOLIDAYS	AGENCY	Eight Paid Holidays
LEAVE OF ABSENCE	EMPLOYEES	Excused time off without pay for approved reasons.
SERVICE AWARDS	AGENCY	Service recognition at five years of service and every five years thereafter.
COST OF LIVING AND SATISFACTORY PERFORMANCE INCREASES	AGENCY	Provided based on Board approval and budget appropriations
PERSONAL HEALTH SERVICES	AGENCY	Wellness activities / health screenings/ preventive programs.
JURY & MILITARY DUTY	AGENCY	Entire regular pay less any fee received for that duty.
TRAVEL	AGENCY	Vehicles provided or travel pay provided at Board approved rates.

Updated May, 2017