

Campbell County Benefit Summary October 2009

Vacation Days Earned (rate of hours per month):

	Based on 40 hour Week	Based on 32-hour Week	Communications Officer & P. S. Technicians (40 hr)	24 Hr. Shift Employees
❖ First year earns	8.00 hours	6.50 hours	16.00 hours	19.20 hours
❖ Second year earns	8.75 hours	7.00 hours	16.75 hours	20.25 hours
❖ Third year earns	9.25 hours	7.50 hours	17.25 hours	20.95 hours
❖ Fourth year earns	10 hours	8.00 hours	18.00 hours	22 hours
❖ Fifth year earns	10.75 hours	8.50 hours	18.75 hours	23.05 hours
❖ Sixth year earns	11.25 hours	9.50 hours	19.25 hours	23.75 hours
❖ Every year thereafter earns	12.00 hours	9.75 hours	20.00 hours	24.80 hours
❖ You may carry over up to 240 hours a year and those on the 24 hour shift may carryover up to 336 hours a year.				

Sick Days:

- ❖ Earned at the rate of 8 hours per month. The 24 hour shift employees earn 11.2 hours per month.
- ❖ You may carry over up to 1200 hours a year.

Sick Bank:

- ❖ An employee may join the sick bank by contributing 8 hours of sick leave at the time of employment. You may draw a maximum of 45 days of paid leave per year after you have been out of work for 30 working days when providing a doctor's certification to justify the absence. You must first delete all other available forms of paid leave that you have available to you (Sick Leave, Annual Leave, and Compensatory Time).

Retirement:

- ❖ Full-time employees under the age of 65 are fully vested in the Virginia Retirement System after 5 years of employment. The contributions are 100% paid by the County. If

you leave the county before retirement, you may elect to continue membership in VRS or receive a refund of the employee's share of accumulated contributions plus interest.

Health Insurance

- ❖ Currently with Anthem Blue Cross Blue Shield
- ❖ Health insurance is an option by the employee.
- ❖ The County pays towards the cost of a single employee membership per month (as approved by the Board of Supervisors). The employee may choose from two other options: the employee +1 plan or family membership (a minimum of three individuals).

The current employee cost is as follows (per month):

	Employee Only	Employee Plus One	Employee Plus Family	Both Spouses Employed By Campbell County (Family Coverage Only)
Blue Care 300	\$101.00	\$295.00	\$704.00	\$423.00
Key Care 300	\$25.00	\$146.00	\$453.00	\$134.00
Key Care 1000	\$9.00	\$117.00	\$409.00	\$90.00

- ❖ The current plan provides Hospital, Medical, Vision, and Drug.

Dental

The current employee cost is as follows (per month):

Individual	\$10.50
Employee +1	\$33.50
Family Coverage	\$61.50
Both Spouses Employed by Campbell County (Family Coverage Only = \$50.00)	

- ❖ The current plan includes major services and orthodontics.

Life Insurance

- ❖ Upon natural death, employee's designated beneficiary would receive approximately twice the annual salary rounded to the next highest \$1,000.
- ❖ Upon accidental death, beneficiary would receive double the normal death benefit (4 times annual salary).

- ❖ Additional life insurance is available as an option for employee.

Deferred Compensation:

- ❖ This benefit is optional and is a tax deferred retirement program. All contributions are made by the employee in pre-tax dollars meeting IRS requirements.

Holidays:

- ❖ The County observes (12) holidays during the calendar year. Refer to County Employee Handbook for exceptions for Public Safety staff.
- ❖ A holiday schedule approved by the Board of Supervisors will be issued in January of each year listing the days observed as the holidays.

Tuition Assistance / Training:

- ❖ The County will pay 50% of tuition and 50% of books for Non-PD (Professional Development) classes. For further information, refer to the County Employee Handbook or contact Human Resources.
- ❖ The County will fund 100% job related technical training.

Employee Assistance Program:

- ❖ Services provide by Employee Assistance of Central Virginia at no cost to the employee.