

Campbell County Benefit Summary October 2010

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 1,200 hours per 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 deplete all other available forms of accrued 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 (VRS) after 5 years of employment. For employees hired prior to June 30, 2010, or who have previous years of VRS credit, the County contributes the entire employee and employer costs of the coverage. For employees hired after July 1, 2010 and do not have any VRS credit, the County will contribute the employer portion of the cost and the employee will contribute their portion of the cost of coverage.

Medical Insurance

- ❖ Currently with Anthem Blue Cross Blue Shield and Delta Dental
- ❖ Medical 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)
Key Care 500	\$60.00	\$200.00	\$560.00	\$240.00
Delta Premier	\$10.50	\$33.50	\$61.50	\$50.00

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

Tuition Assistance / Training:

- ❖ The County will pay 50% of tuition and 50% of books for Non-PD (Non-Professional Development) classes. ALL PD (Professional Development) classes are 100% funded by the County. There is a cap on the number of credit hours for each level of education as well as a dollar amount per credit hour.

Employee Assistance Program:

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