



COUNTY OF KING GEORGE

Summary of Benefits - Full-Time Employees

BENEFIT PROVISIONS

RETIREMENT - King George County is a member of the Virginia Retirement System (VRS). **New Employees (hired on or after July 1, 2012)** will be required to pay a 5% employee contribution to VRS from each paycheck. All full-time salaried employees are enrolled into the system and become vested in VRS after five (5) years of service. Sworn Public Safety Personnel also receive the Public Safety VRS Benefit.

GROUP LIFE INSURANCE - Life insurance is carried for all full-time employees by Minnesota Life through VRS. The County pays the basic group life premiums. While actively employed, your group life provides you with life insurance coverage and accidental death and dismemberment insurance coverage. Life insurance coverage is doubled to the next highest thousand dollars above your annual salary for natural death and four times the next highest thousand dollars above your annual salary for accidental death. Life insurance coverage continues for the duration of full-time employment and may be converted to an individual policy upon separation from the County.

OPTIONAL GROUP LIFE - All active full-time employees covered under the basic VRS group life plan are eligible to purchase optional life insurance. Employees may also purchase the optional insurance plan for their spouse and child(ren). Premiums are based on the employee's age, salary and plan option.

GROUP HEALTH INSURANCE - Health insurance coverage is an available option to all full-time employees through Anthem Blue Cross Blue Shield, The Local Choice. The County's current Healthcare plan is Key Advantage with Expanded Benefits. (Health Insurance cost sheet attached)

GROUP INSURANCE - Additional programs covering short term disability, cancer, intensive care, long term care and accident/illness are available at the employee's expense through American Family Life Assurance Company, Inc. (AFLAC) or Colonial Life and Accident.

DEFERRED COMPENSATION PLANS - King George County offers two types of 457 Deferred Compensation Plans, Nationwide Retirement Solutions and AXA Equitable compound over the years.

CREDIT UNIONS - King George County is a member of the Virginia Credit Union, with offices located in Richmond and Fredericksburg, Virginia, and of the NSWC Credit Union with offices in King George and Fredericksburg, Virginia.

LEAVE

Annual leave is based on years of service.

<u>Years of Service</u>	<u>Days Earned Per Month</u>	<u>Days Earned Per Year</u>
0 through 3	1 day	12
4 through 10	1.5 days	18
11 or more	2 days	24

Sick Leave is accrued at the rate of 4.0 hours per biweekly pay period.

HOLIDAY LEAVE - The following days have been designated as holidays and will be observed by employees of King George County, except where County work schedules does not permit: New Year's Day, Lee-Jackson Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and any other days so designated by the Governor.

EMPLOYEE ASSISTANCE PROGRAM - The County provides confidential crisis counseling and referral services relative to personal, financial or other matters which may adversely impact an employee's well being and work performance.

PROBATIONARY PERIOD - All employees shall serve a six-(6) month probationary period effective with the hire date.

PAY SCHEDULE - Employees are paid biweekly and payday is on Friday. Direct Deposit is available for all King George County employees.