



PIEDMONT COMMUNITY SERVICES EMPLOYEE BENEFITS



In addition to direct salary, eligible PCS employees receive a benefit-and-leave package which amounts to approximately 40% of their gross salary.

Eligibility: Full-time regular employees (30+ average hours per week) are eligible for benefit and leave package.

- ❖ **Medical & Vision Insurance** (Insurance company subject to change yearly): A portion of employee only premiums are paid by PCS-the remainder is paid by employee through payroll deduction - effective the first day of the month following 30 full days of employment. \$30 Premium discounts for Wellness program participation. Access to COBRA continuation coverage for up to 18 months after employment ceases. (To be eligible, employee must work a minimum of 30 hours per week.)
- ❖ **PCS Paid VRS Life Insurance** (administered by Minnesota Life): equivalent to two times annual salary – effective first day of the month following hire. (To be eligible, employee must work a minimum of 30 hours per week). Supplemental Life for employee, spouse, and child(ren) is also available through Minnesota Life.
- ❖ **VRS Retirement** – Employees with previous Virginia Retirement System service who have not received a refund are eligible to go back to VRS Plan 1 or 2; others will go in the Virginia Hybrid Retirement Plan. The employee contributes 5% pre-tax payroll deduction into the VRS Retirement plan (VRS Hybrid plan includes 4% towards the defined benefit plan and 1% towards the defined contribution plan) – VRS Retirement Effective the 1st day of the month following hire date. VRS Hybrid employees can voluntarily contribute an additional 4% savings towards retirement. PCS does match towards the employee's 5% defined contribution- amount determined bi-annually by the General Assembly. Match for voluntary Hybrid contributions varies. See HR for exact match amounts. (To be eligible, employee must work a minimum of 30 hours per week).
- ❖ **VRS Commonwealth of Virginia 457 Retirement Savings:** Any employee eligible for VRS can also contribute an optional retirement savings in the COV 457 by payroll deduction. Monthly contributions are voluntary in a dollar amount decided by the employee and can be changed regularly.
- ❖ **Disability Insurance-** PCS provides short term and long-term disability insurance for all full-time regular employees who work at least 30 hours per week, are hired after January 1, 2014 and are members of the Virginia Hybrid Retirement Program.
- ❖ **Supplemental Insurance** is available through independent carriers to include cancer, critical illness, accident, additional life and short and long term disability insurance.
- ❖ **Dental Insurance** (Insurance company subject to change yearly): available through payroll deduction. (To be eligible, employee must work a minimum of 30 hours per week)
- ❖ **Access to Medical and Dependent Care Flexible Spending Accounts** – Pre-tax payroll deductions to pay for certain IRS-approved out of pocket medical expenses not covered by your insurance plan; Dependent Care Flexible Spending Account lets you use pre-tax dollars towards qualified dependent care.

- ❖ ***Section 125 Plan*** permits additional life, disability, cancer & other insurance premiums to be paid with pre-tax dollars which lowers your taxable salary.
- ❖ ***Employee Assistance Program*** – Counseling services for employees and/or immediate family members and will pay the first \$300.00 of fees incurred for employee; up to \$600 for family.
- ❖ ***Educational Reimbursement*** up to \$1,500 annually provided to full-time employees for selected educational expenses. Reimbursement provided to part-time regular employees will be prorated in accordance with the percentage of time worked.
- ❖ ***Staff Development*** in the form of workshops, conferences and in-service training related to employees' work responsibilities as well as reimbursement of travel and on the job expenses.
- ❖ ***2%, 4%, 7% and 10% Credential Pay Incentives (when required for position)***
- ❖ ***14 Paid Holidays***
- ❖ ***Employee Discounts with local wireless provider, Sam's Club, and Franklin County/Martinsville YMCA Memberships***
- ❖ ***Leave Package: Annual, Sick, Medical, Family, Bereavement, Compensatory (when eligible), Personal, Military, Civil, Worker's Compensation, and Religious*** (See personnel manual for details).



PIEDMONT COMMUNITY SERVICES
PROMOTING COMPASSIONATE SOLUTIONS...

& PROVIDING A GREAT PLACE TO WORK!