



## Regular Full-Time Employee Benefits Summary

A regular full-time employee is defined as an employee who is regularly scheduled to work 37.5 hours per work week on a continuous basis.

Health, Dental and Vision Insurance	Retirement	Basic Group Life Insurance
Health, Dental and Vision plans are offered by the Authority.	<p>The Authority participates in the Virginia Retirement System (VRS). Retirement contributions are mandatory for all regular full-time employees. Depending on an employee's date of hire and previous VRS service, they are enrolled in one of three plans: Plan 1, Plan 2 or the Hybrid Plan. All employees contribute 5% of their salary to the Plan. The Authority also offers employees an optional deferred contribution plan.</p>	<p>The Authority provides free life insurance coverage at no cost to the employee. Employees may purchase additional life insurance for themselves, spouse, and/or children.</p>
<p><b>Annual Leave</b></p> <p>The Authority provides Annual Leave to regular full-time employees. Employees accrue annual leave hours between 7.5-15 hours per month, based on their years of service.</p>		<p><b>Disability Insurance</b></p> <p>Hybrid Plan employees will receive long term disability at no cost to the employee as a component of the plan.</p>
<p><b>Sick Leave</b></p> <p>The Authority provides Sick Leave to regular full-time employees. Employees 7.5 hours of sick leave per month.</p>		<p><b>Optional Insurance Coverages</b></p> <p>Employees have the option of purchasing additional Vision, Live, Cancer, Short Term Disability, Accident, Specified Health Event, and Hospitalization Insurance.</p>
<p><b>Employee Assistance Program</b></p> <p>This is a free benefit which offers assistance to all employees, and their family members, in resolving personal, financial, and emotional matters.</p>	<p><b>Flexible Spending Accounts</b></p> <p>Using pre-tax funds, employees can set up Medical, Dependent Care reimbursement accounts.</p>	<p><b>Holidays</b></p> <p>Paid holidays (as elected by the Governor), and 2 floating holidays per year.</p>
	<p><b>Other Benefits</b></p> <p>Direct Deposit, Worker's Compensation Insurance, Bereavement Leave, FMLA.</p>	