

**TOWN OF RURAL RETREAT
FRINGE BENEFITS FOR FULL-TIME EMPLOYEES**

The following insurance premiums are paid by the Town for the employee:

Medical Insurance* – UnitedHealthcare

(high deductible plan with \$2,700 deductible; employee will receive \$2,700 via contributions on a semi-annual basis to a Health Savings Account (HSA))

Dental Insurance* – Principal Insurance Company

Vision Insurance* – Principal Insurance Company

Life Insurance – Principal Insurance Company

Long Term Disability Insurance – Lincoln National Life Insurance Company

*Dependent coverage available thru payroll deduction for spouse, child, children or family.

The following are additional benefits offered to employees:

Retirement

The town participates in the Virginia Retirement System (VRS). All employees are required to participate and contribute five percent (5%) of their salary on a pre-tax basis. Employee contributions are payroll deducted. The town contributes 7.65% for each employee.

Annual Leave

Holidays – 12 per year plus other days issued by the Governor of Virginia.

Vacation – 1 - 9 years and 11 months of service, 8 hours per month

10+ years of service, 12 hours per month

Sick Leave

Full-time employees receive 80 hours of sick leave on January 1 of each year.

Additional benefits offered through payroll deduction only:

457 Compensation Plan (The Hartford)

Cancer, Specified Event and/or Accident Insurance (Aflac)

Payroll is issued on a weekly basis.