

MOUNT ROGERS COMMUNITY SERVICES BOARD

BENEFIT SUMMARY

FULL TIME EMPLOYEES

THE FOLLOWING LIST PROVIDES A BRIEF OUTLINE OF CURRENT BENEFITS PROVIDED TO FULL-TIME EMPLOYEES OF THE BOARD. EMPLOYEES SHOULD REFER TO INDIVIDUAL BENEFITS BOOKLET PROVIDED DURING THE ORIENTATION PROCESS FOR A TOTAL DESCRIPTION OF BENEFITS. THE BOARD RESERVES THE RIGHT TO CHANGE, ALTER, AMEND, OR DELETE THESE BENEFITS IN THE FUTURE. THE BENEFITS SET FORTH IN THIS SUMMARY IS NOT TO BE REGARDED AS CREATING BETWEEN THE BOARD AND ITS EMPLOYEES A CONTRACT OF EMPLOYMENT EITHER EXPRESSED OR IMPLIED.

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>BENEFITS RECEIVED</u>
1. MEDICAL INSURANCE	EMPLOYEE/ AGENCY	\$20 PCP / \$40 SPECIALIST: OFFICE VISITS 80%/20% COINSURANCE IN NETWORK
PHARMACY CARD FOR PRESCRIPTION DRUGS	EMPLOYEE/ AGENCY	TIER 1: \$15 TIER 2: \$30 TIER 3: \$60 or 20% with a maximum of \$200 per prescription

(SEE BENEFIT BOOKLET FOR ADDIT. BENEFITS AND
OUT-OF-POCKET MAXIMUMS)

FOR EACH MONTHLY PAY PERIOD, THE PREMIUM THAT COVERED EMPLOYEES PAY
IS AS FOLLOWS:

EMPLOYEE ONLY: \$ 0.00 THE BOARD PAYS ENTIRE PREMIUM FOR EMPLOYEES

FAMILY: \$431.00 (PRETAXED AMOUNT)

**DEPENDENT COVERAGE, IF APPLICABLE, WILL BE PAID BY MT. ROGERS C.S.B. IF SPOUSES ARE
EMPLOYED BY MT. ROGERS C.S.B.**

ELIGIBILITY: FIRST DAY OF MONTH, FOLLOWING A 30-DAY WAITING PERIOD.

2. DENTAL INSURANCE	EMPLOYEE/ AGENCY	COVERS PREVENTATIVE AND BASIC SERVICES
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FOR EACH MONTHLY PAY PERIOD, THE PREMIUM THAT COVERED EMPLOYEES PAY
IS AS FOLLOWS:

EMPLOYEE ONLY: \$ 0.00 THE BOARD PAYS ENTIRE PREMIUM FOR EMPLOYEES

FAMILY: \$ 28.60 (PRETAXED AMOUNT)

**IF TWO EMPLOYEES ARE SPOUSES, THEN THEIR DEPENDENT COVERAGE, IF APPLICABLE, WILL BE PAID BY
MT. ROGERS C.S.B.**

ELIGIBILITY: FIRST DAY OF MONTH, FOLLOWING A 30-DAY WAITING PERIOD.

	<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>BENEFITS RECEIVED</u>
3.	VISION CARE	EMPLOYEE/ AGENCY	COVERS OFFICE VISITS, FRAMES, LENSES, AND CONTACTS WITHIN LIMITS LISTED IN SCHEDULE OF BENEFITS
4.	DISABILITY INSURANCE	AGENCY	2/3'S SALARY AFTER 180 DAYS
5.	LIFE INSURANCE (Virginia Retirement System)	AGENCY	TWICE ANNUAL SALARY ROUNDED UP TO NEAREST \$1000. SIX MONTH WAITING PERIOD
6.	OPTIONAL LIFE INSURANCE (Virginia Retirement System)	EMPLOYEE	MAY PURCHASE ADDITIONAL LIFE INSURANCE ON SELF, SPOUSE AND DEPENDANTS AFTER SIX MONTH WAITING PERIOD.
7.	PENSION PLAN (Virginia Retirement System)	AGENCY	MOUNT ROGERS CSB PAYS THE EMPLOYEE CONTRIBUTION OF 5% OF REGULAR PAY

EMPLOYEES ARE 100% VESTED WITH VRS AFTER 5 YEARS OF VRS MEMBERSHIP.

ELIGIBILITY: EMPLOYEES BECOME MEMBERS OF VRS ON THE FIRST DAY OF THE MONTH FOLLOWING THE SATISFACTORY COMPLETION OF SIX-MONTH PROBATIONARY PERIOD.

8.	SOCIAL SECURITY	EMPLOYEE/ AGENCY	AS PROVIDED BY FEDERAL GOVERNMENT
9.	WORKERS COMPENSATION	AGENCY	INSURANCE FOR ON-THE-JOB INJURIES AND ILLNESS AS DEFINED BY STATE LAW
10.	UNEMPLOYMENT INSURANCE	AGENCY	AS DEFINED BY STATE LAW
11.	PROFESSIONAL LIABILITY	AGENCY	COVERAGE AT NO COST TO EMPLOYEES
12.	ANNUAL LEAVE	AGENCY	0 – 6 MONTHS: 7.5 / MONTH 6 MTHS - 5 YEARS: 10.63 HRS / MTH 6 - 10 YEARS: 14.38 HRS / MTH 11 – UP YEAR: 16.38 HRS / MTH
13.	SICK LEAVE	AGENCY	11.25 HRS /MTH (1.5 DAYS)
14.	FAMILY ILLNESS/BEREAVEMENT	AGENCY	UNDER SICK LEAVE ALLOWANCES, EMPLOYEES CAN TAKE UP TO 10 DAYS IN A 12 MONTH PERIOD

15.	FAMILY MEDICAL LEAVE ACT (FMLA)	AS DEFINED BY FEDERAL LEGISLATION	UP TO 12 WEEKS OF UNPAID LEAVE TO ATTEND TO SERIOUS PERSONAL ILLNESS, SERIOUS FAMILY ILLNESS, BIRTH, OR ADOPTION. MUST MEET ELIGIBILITY REQUIREMENTS
16.	PAID HOLIDAYS	AGENCY	EIGHT PAID HOLIDAYS
17.	LEAVE OF ABSENCE	EMPLOYEES	EXCUSED TIME OFF WITHOUT PAY FOR APPROVED REASONS
19.	SERVICE AWARDS	AGENCY	SERVICE RECOGNITION AT FIVE YEARS AND EVERY FIVE YEARS THEREAFTER
20.	EDUCATIONAL REIMBURSEMENT	AGENCY	REQUESTS FOR TUITION AND/OR TIME CONSIDERED INDIVIDUALLY
21.	COST OF LIVING AND SATISFACTORY PERFORMANCE INCREASES	AGENCY	PROVIDED BASED ON BOARD APPROVAL AND BUDGET APPROPRIATIONS
22.	PERSONAL HEALTH SERVICES WELLNESS ACTIVITIES	AGENCY/EMPLOYEE	IF REQUIRED, PHYSICAL EXAM AND PPD SKIN TESTS ARE PROVIDED HEALTH SCREENINGS / PREVENTION PROGRAMS
23.	JURY DUTY	AGENCY	ENTIRE REGULAR PAY FEWER FEES RECEIVED FOR JURY DUTY
24.	MILITARY DUTY	AGENCY	ENTIRE REGULAR PAY LESS PAY RECEIVED FOR MILITARY DUTY
25.	TRAVEL	AGENCY	VEHICLES PROVIDED OR TRAVEL PAY PROVIDED AT BOARD APPROVED RATES
26.	BOARD RECOGNITION	AGENCY	ANNUAL RECEPTION COURTESY OF AGENCY TO ALL EMPLOYEES AND BOARD MEMBERS

Updated January 5, 2012