



PIEDMONT COMMUNITY SERVICES EMPLOYEE BENEFITS



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

01/01/20204

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

Benefit	Full-Time (30+ ave hrs/wk)	Part-Time	Variable	Who Pays	When Eligible	What you Receive
Medical, Dental, & Vision Insurance	X			PCS & Employee	1st of month following 30 full days employment	A comprehensive plan. Premiums are pre-tax and payroll deducted.
Access to COBRA coverage	X			Employee	Up to 18mo past employment	Continuation of coverage is offered upon separation to covered employees & dependents when group health or dental coverage would otherwise be lost due to certain specific events.
Wellness Discount	X			PCS		\$30 Insurance Premium discounts
Group Life Insurance	X			PCS	1st of month following hire	2x Annual Salary provided in conjunction with VRS benefits
Optional Life Insurance / Family	X			Employee	1st of month following hire	See policy Varies by employee selection
VRS Retirement	X		X	PCS & Employee	1st of month following hire	Receive a contribution toward retirement. See agency & VRS handbook for details. <a href="http://www.varetire.org">www.varetire.org</a> 888-827-3847
VRS CoVA 457 Retirement Savings	X		X	PCS & Employee	1st of month following hire	See policy by employee selection <a href="http://www.valic.com">www.valic.com</a> 888-426-3753
Disability Insurance	X Members of VA Hybrid Retirement hired after 1/1/14			PCS	1st of month following hire	Short Term & Long Term Disability Benefits
Optional Supplemental Insurance	X			Employee	1st of month following hire	See policy Varies by employee selection
Flexible Spending Account Access	X			Employee	1st of month following hire	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 FSA Plan	X			Employee	1st of month following hire	Permits additional life, disability, cancer & other insurance premiums to be paid with pre-tax dollars which lowers your taxable salary
Employee Assistance Program	X			PCS	1st of month following hire	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



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<b>Educational Reimbursement</b>	X	X Prorated See policy for details		PCS	1st of month following hire	Up to \$1,500 annually provided to FT employees for selected educational expenses
<b>Staff Development</b>	X			PCS	Upon hire	In-service training, workshops, & conferences related to employees' work responsibilities, as well as reimbursement of travel & on the job expenses
<b>Credential Pay Incentives</b>	X			PCS	1st of month following hire	2%, 4%, 7%, 10% Pay Incentives for Credentials required for position
<b>14 Paid Holidays</b>	X See policy for details	See policy for details		PCS	Upon hire	See Holiday Schedule
<b>Employee Discounts</b>	X	X		Employee	Upon hire	Discounts with Sam's Club, local Wireless provider, & FC / Martinsville YMCA Memberships
<b>Leave Package</b>	X			PCS	1st of month following hire	Annual, Sick, Medical, Family, Bereavement, Compensatory (when eligible), Personal, Military, Civil, Worker's Compensation, & Religious See policy for details