

CITY OF LEXINGTON BENEFITS OVERVIEW

FY20

Health Insurance: is available to full-time employees who work a regular schedule of at least 30 hours per week. Three medical plans are available from Anthem: KeyAdvantage 250, KeyAdvantage 1000 and the High Deductible plan. Dental coverage, vision and prescription drug programs are included with each medical plan. Full-time for health insurance is 30 hours. Monthly cost to the employee for the KeyAdvantage 250 plan for employee only \$157.60, Employee+ 1 \$383.66, Family \$559.81. For the KeyAdvantage 1000 plan for employee only \$49.60, Employee+ 1 \$183.60, Family \$267.80. For the High Deductible plan for employee only \$0.00, Employee+ 1 \$13.66, Family \$19.81. Visit www.thelocalchoice.virginia.gov

Section 125 Flexible Benefits Plan: The Section 125 Flexible Benefits Plan allow employees to choose from a cafeteria of qualified benefits with the cost of selected benefit(s) such as health insurance coverage, child or dependent care, medical expense reimbursements, and supplemental insurance, paid on a pre-tax basis. Full-time and part-time (works an average of 25 hours per weeks) are eligible for this.

Supplemental Insurance: The City of Lexington offers payroll deductions for employees who voluntarily elect to participate in a cancer, disability, accident and/or supplemental life insurance policies with AFLAC.

Employee Assistance Program (EAP): This employer-paid program provides confidential and professional short-term counseling and assistance for employees and members of their household on a wide range of personal problems including alcoholism, drug abuse, emotional problems, marriage and family problems, financial, and legal problems. Employee must be covered on the City's health insurance.

Virginia Retirement System: Full-time employees (40 hours) are eligible for this benefit provided through the Virginia Retirement System (VRS). VRS provides eligible members a retirement benefit for life, as well as offering survivor benefits. If a member becomes permanently disabled, disability retirement is available. Details of benefits offered by VRS, eligibility requirements and member responsibilities are described in further detail in the VRS Member Handbook. Visit VRS' website at www.varetire.org

Life Insurance: Full-time employees (40 hours) are eligible for this employer paid benefit provided through the Virginia Retirement System (VRS) via Minnesota Life Insurance. Members are covered under the group life insurance plan from their date of hire. Coverage is two times your annual salary for a natural death. Accidental death and dismemberment benefits are four times your annual salary. Employees may purchase additional life insurance coverage from themselves, spouse and dependent children.

Deferred Compensation Retirement Accounts: The City of Lexington employees have access to 457(b) pre-tax retirement account thru ICMA RC. Employees are eligible to participate in this IRS approved method for deferring federal and state income taxes on savings until retirement. Employees are eligible to participate as of their date of hire.

Holidays: The City of Lexington observes 11 paid holidays for full-time (40 hours) employees. They are: New Year's Day, Martin Luther King Day, Washington's Birthday, Spring Holiday (Friday before Easter), Memorial Day, Independence Day, Labor Day, Thanksgiving, Thanksgiving Friday, Christmas and the Day after Christmas.

Paid Leave: The City of Lexington employees accrue both vacation and sick leave (VRS Plan 1 & 2) on a bi-weekly basis. The accrual rate is based on length of service. VRS Hybrid Plan members accrue PTO on a bi-weekly basis. The accrual rate is based on length of service.

Credit Union: Employees and members of their immediate families are eligible to participate in the Virginia Credit Union. Visit their website www.vacu.org