

CITY OF MANASSAS PARK

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Benefits Information for Full Time Employees

The City of Manassas Park offers an excellent benefits package. Listed below is a brief summary of the benefits available to full time employees.

- **Group Health** - The City currently has a contract with Local Choice. You can choose Anthem 200, Anthem 300 Anthem HPHD or Kaiser. **Coverage begins the first of the month after you are hired.** Dental and vision are included in the plans. See attached premiums.
- **Retirement** - Retirement is provided through the Virginia Retirement System (VRS). Retirement premiums are paid entirely by the City.
- **Group Life Insurance** - Life insurance, at two times employee's salary, is provided through VRS. Premiums are currently at the rate of **.79 %** of the employee's monthly salary, with the employer paying **.27%** and the employee paying **.52%**. This is determined by VRS.
- **Optional Life Insurance** - VRS offers additional life insurance for employees and their families with the employee paying 100% of the cost. Premiums vary according to coverage, income and age.
- **Short Term Disability** – Short-term disability insurance is available to employees at 100% their cost. We offer AFLAC and Colonial Life.
- **Deferred Compensation** - A 457 deferred compensation plan is offered to our employees as a voluntary deduction through the ICMA Retirement Corp.
- **Annual Leave** - The City has a very generous annual leave plan as follows:

<u>Years of Service</u>	<u>Leave Accrued</u>
0 to 3 years	4 hours per pay period
3 to 10 years	6 hours per pay period
10 + years	8 hours per pay period

- **Sick Leave** - Employees earn four (4) hours of sick leave per pay period for eighty (80) hours worked.
- **Holidays** - The City observes twelve (12) holidays. See personnel Policy.
- **Educational Reimbursement** – The City will reimburse tuition expenses for classes directly related to the employee's position upon completion of the class with a final grade of "C" or higher.
- **Fitness Program** – The City has an agreement with Gold's Gym whereby employees receive a discounted membership rate.
- **Park & Recreation Discounts** – Employees receive free use of pool facilities and discounts on all camps and programs run by the parks & recreation Department.
- **Banking Services** - All City employees can join the Prince William County Employees Credit Union. Alliance Bank also offers free checking accounts to employees.

FY2010	Premium Splits		
FULL TIME			
ANTHEM 200	Total Monthly Premium	Employee Share	City Share
Single	467.00	99.00	368.00
Dual	864.00	286.00	578.00
Family	1,261.00	454.00	807.00
ANTHEM 300			
Single	435.00	87.00	348.00
Dual	805.00	227.00	578.00
Family	1,175.00	368.00	807.00
TLC HDHP			
Single	356.00	71.00	285.00
Dual	659.00	186.00	473.00
Family	961.00	301.00	660.00
KAISER			
Single	478.00	95.00	383.00
Dual	882.00	249.00	633.00
Family	1,287.00	403.00	884.00