

City of Manassas Park

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www.cityofmanassaspark.us

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 250, Anthem 500 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 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. **“Tuition reimbursement is subject to available budgetary funding within the fiscal year.”**

- **Fitness Program** – The City has an agreement with Gold’s Gym whereby employees receive a discounted membership rate.
- **Park & Recreation Discounts** – Employees receive 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.

FY 2011	EFFECTIVE JULY 1, 2010				
FULL TIME	PER MONTH				
ANTHEM 250	Total Monthly Premium	Employee Share	EE % Contrib	Increase to EE	City Share
Single	\$ 531.00	\$ 113.00	21.20	14.00	\$ 418.00
Dual	982.00	325.00	33.10	53.00	657.00
Family	1,434.00	516.00	36.00	115.00	918.00
ANTHEM 500					
Single	492.00	98.00	19.90	11.00	394.00
Dual	910.00	257.00	28.20	30.00	653.00
Family	1,328.00	416.00	31.30	48.00	912.00
TLC HDHP					
Single	407.00	81.40	20.00	10.40	325.60
Dual	752.00	212.20	28.20	26.20	539.80
Family	1,098.00	343.90	31.30	42.90	754.10
KAISER					
Single	518.00	109.00	21.00	14.00	409.00
Dual	955.00	315.00	33.00	66.00	640.00
Family	1,393.00	501.00	36.00	98.00	892.00

Revised (06/21/2010)