



CITY OF BRISTOL VIRGINIA

EMPLOYEE BENEFITS SUMMARY

RETIREMENT

Full time 40 hr./wk employees are eligible to participate in the Virginia Retirement System retirement plan. The employee contributes 5% of the employee's gross monthly income, excluding overtime.

LIFE INSURANCE

Life insurance is provided at the rate of two times the employee's annual salary, rounded to the next highest thousand.

OPTIONAL LIFE INSURANCE

Optional life insurance is available through Minnesota Life for up to four times the employee's annual salary. Coverage also available for spouse and children. Employees have 31 days from date of hire to enroll; after 31 days, an evidence of insurability form must be completed and Minnesota life will accept or deny coverage based on that information.

HEALTH/DENTAL/VISION INSURANCE

Health insurance is provided under two optional deductible plans. The City contributes to the cost which is based on coverage level selected. Dental and vision coverages are included within both plans.

DENTAL PLAN

A City-sponsored Dental Reimbursement Plan is available. Cost is based on coverage level selected. Plan allows each covered member to spend up to \$1500 per year, reimbursing up to \$750 per member per year. There are no restrictions on the services provided. Premium must be paid for 3 months prior to using this plan

SICK LEAVE

Sick leave is accrued at a monthly rate of 5 hours per month for Hybrid employees and 10 hours a month for hazardous duty employees.

ANNUAL LEAVE

Annual leave is accrued based on length of service; maximum accrual amounts are also based on length of service.

0 - 5 Years of Service:

8 hours/month; maximum 192 hours

5 - 10 Years of Service:

10 hours/month; maximum 240 hours

10+ Years of Service:

12 hours/month; maximum 288 hours

HOLIDAYS

City-recognized holidays:

New Year's Day

Columbus Day

Martin Luther King Day

Veterans' Day

Presidents' Day

Thanksgiving Day

Memorial Day

Day after Thanksgiving

Fourth of July

Christmas Eve

Labor Day

Christmas Day

DEFERRED COMPENSATION PLAN –

Deferred compensation is voluntary. It is offered through a 457 Plan. Contact the Finance office or Human Resources for additional details.

FLEXIBLE SPENDING ACCOUNT

A non-reimbursed medical/dependent care spending account is offered to all eligible employees.

PREMIUM CONVERSION PLAN

Premiums for elected employee-paid contributions are available on a pre-tax basis.

For additional information:

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