ORANGE COUNTY BENEFITS

GENERAL INFORMATION:

Pay Period: Monthly, last working day.
The County requires the use of direct deposit for all employees.

HOLIDAYS:

Paid Holidays as listed in the County Personnel Manual.

Current Scheduled Holidays (12 days)
New Year's Day
Martin Luther King Day
Lee-Jackson Day
Presidents Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving (Thursday and Friday)
Christmas Day

SICK DAYS:

12 days per calendar year, pro-rated. (Accrue 8 hrs. per month.)

VACATION:

1st through 4th Year	Accrue 6.67 hours per month (80 hours per year)
5th through 9th year	Accrue 10 hours per month (120 hours per year)
10th though 19th year	Accrue 12 hours per month (144 hours per year)
20th year and through	Accrue 14.67 hours per month (176 hours per year)

VRS GROUP LIFE AND RETIREMENT: (regular, full-time employees)

For **Plan1** participants-employee pays 5% and County pays balance (effective 7-1-12)
For **Plan 2** participants-employee pays 5% and County pays balance (effective 1-1-10)
LEOS for OCSO and Fire and EMS
Life insurance benefit is twice annual salary, offer additional optional life insurance.

HEALTH PLANS:

Medical – Anthem HealthKeepers HMO and Anthem KeyCare PPO and a HDHP-HSA Plan.
Dental – Anthem. County pays 100% of subscriber cost of basic plan.
Vision – Optional plan with Eye Care Plan of America PPO. County does not contribute.

FLEXIBLE SPENDING ACCOUNTS

GROUP OFF-THE-JOB ACCIDENT INSURANCE-TRANSAMERICA ACCIDENT POLICY

DEFERRED COMPENSATION PLAN:

457(B) Plan – Retirement Account with payroll deduction on pre-tax basis.
County acts as agent but does not contribute.

VIRGINIA CREDIT UNION:

Employees have the option of joining the state employees' credit union which offers checking and savings accounts, Christmas Clubs, and loans.

CODERED:

Notification emergency system. The County will use CodeRED to inform employees of closures and opening delays.