

## COUNTY OF HALIFAX, VIRGINIA

### Summary of Benefits and Policies for Full Time Employees

**Pay** – Employees checks are issued monthly on the last working day of the month; pay is handled through *Direct Deposit*.

**Holidays** – The County has 11 paid holidays. The county also recognizes additional holidays granted by the Governor for state offices.

**Vacation** – Accrued Monthly – Beginning with 10 hours per month, then increasing based upon years of service.

**Sick Leave** – Accrued Monthly – 10 hours per month.

**Health Insurance** – The Local Choice – 2 plans to choose from, the County pays a portion of the Employee Coverage. Employee pays group rate for spouse/children to participate under the County Group Plan.

**Virginia Retirement System (VRS)** - Halifax County is a member of the Virginia Retirement System (VRS). The County and the Employee share the cost of the retirement plan. Full Time employees with five (5) years of service become vested in the VRS Program. Vested employees are eligible to receive benefits upon leaving county service. The benefit for vested employees is based upon their average salary for the highest 3 consecutive years of service factored with the actual length of service. This plan also includes a life insurance plan equivalent to twice the employees' annual salary.

**Mandatory Training** – The County will pay the expense for required job related training.

**Optional Programs** – Employees may participate in a variety of optional programs. A 457 Deferred Compensation Plan (similar to 401(k)) at employee's expense is available. Other optional programs are available such as supplemental health, life, dental, and vision plans.

**Halifax County is an EEO Employer.**

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