

# VRS Employment Benefits

VRS offers a great work environment, flexible hours, tuition reimbursement, a pension plan and comprehensive benefit package, which includes:

## Health Insurance and Wellness Program

- Basic coverage for medical, dental and behavioral services and prescription drugs
- Coverage options for out-of-network providers and expanded dental, vision and hearing services
- CommonHealth, the state employee wellness program
- Employee Assistance Program

## Life Insurance

- Basic life insurance coverage at no cost to the employee; provides natural death, accidental death and other types of coverage
- Eligibility to purchase additional optional coverage for employee and family members

## Retirement Contributions and Benefits

- Automatic membership in the state retirement system
- Traditional defined benefit plan or hybrid plan (defined benefit & defined contribution) with early retirement and full retirement available depending on age and years of service
- Vesting with five years of service credit
- Refundable member contributions plus interest for employees separating from VRS-covered employment

## Defined Contribution and Cash Match Programs

- Automatic enrollment in the Commonwealth of Virginia 457 Deferred Compensation Plan, a tax-deferred savings program supplementing the VRS retirement plan
- Employer-paid tax deferred cash match

## Flex Benefits

- Employee's portion of the health insurance premium deducted before taxes
- Medical or dependent care reimbursement account options available

## Pay for Performance

- Salary increase after the first year of satisfactory job performance
- Eligible for annual increases based on individual and agency performance

## Short-term and Long-term Disability Coverage and Long-term Care

- Coverage for short-term and long-term disabilities
- Minimum employer-paid long-term care plan with option to increase coverage

## Leave and Work Schedules

- Leave account provided upon employment
- Flexible work schedules available for most positions
- 12 paid holidays a year

## Training and Development

- Travel and registration reimbursements for approved seminars, workshops and professional development
- Tuition reimbursement for approved courses and other educational offerings
- VRS University, providing on-site opportunities for general and specialized training; led by VRS and outside experts

## Parking and Transit Reimbursements

- VRS-subsidized parking garage; employees pay a monthly fee of \$35
- Off-site parking reimbursement up to \$30
- Currently pay full cost (up to \$255 per month) for employees who choose to commute to work by Greater Richmond Transit Company bus or Vanpool

## Other Amenities

- Business casual dress
- Open-door communication
- Employee recognition program
- Service awards
- Core values