

Benefits Package (Eligible Full-Time Employees)

VCDD Paid Benefits

- Health Insurance- Employees
- Group Life Insurance and AD&D
- Paid Time Off – Vacation
- Paid Time Off – Illness
- Personal Days
- Holidays
- Bereavement Time
- Jury Duty
- Short Term Disability
- Long Term Disability
- Employee Assistance Program

Shared Cost Benefits

- Health Insurance – Dependent

Other

401(a) Money Purchase Retirement Plan

- VCCDD contributes on behalf of the employee a percentage of employee's gross biweekly compensation.
- The employee directs investment allocation, selecting from funds in plan.
- Biweekly contributions begin the first payroll after 90 days of full time employment.
- Full vesting after 1 year.
- Additional matching contribution possible if employee maintains a 457(b).
- Part-time employees enrollment in the 401(a) FICA Alternative plan.

457(b) Deferred Compensation Program/Retirement Savings Plan*

- Employee directs investment allocation of deferred monies.
- Amount of deferred compensation deducted on a pretax basis from biweekly pay.
- Money available to individual upon separation with no penalty, no normal retirement age.
- Eligibility period begins 1st paycheck in the month following 30 days of full-time employment.

Flexible Spending Accounts (FSA)

- Deferrals from pay are taken on a pretax basis, thus reducing taxable income by the amount of the deduction.
- Eligibility period begins 1st paycheck in the month following 30 days of full-time employment.

Voluntary Supplemental Benefits

- Dental Insurance*
- Vision Insurance*
- Critical Illness
- Hospital Indemnity
- Group Accident
- Additional Life Insurance and AD & D
- Tuition Assistance

****Available to full and part-time employees***