Town of Wytheville

Fringe Benefits for Full-Time Employees:

A. **Sick Leave** - Town employees earn 1 1/4 days (10 hours) per month for a total of 15 days (120 hours) per year of sick leave. The maximum number of days an employee hired after January 1, 2014, can accrue is 90 days (720 hours) of sick leave. After at least five years of service with the Town of Wytheville and upon retirement, the employee is reimbursed at a rate of twenty-five percent for the accrued sick leave up to a maximum of $5,000.00.

B. **Annual Leave** - Employees for the Town of Wytheville earn one day per month of annual leave. The amount earned increases with the duration of service to the Town. The amount earned and the amount that may be accrued increases at years five, ten, and fifteen. Upon separation, the employee is reimbursed for one hundred percent of accrued annual leave.

C. **Health Insurance** - Employees of the Town of Wytheville are offered, at seven percent premium charge, health insurance by The Local Choice managed by the Commonwealth of Virginia Department of Personnel and Training. The Town's insurance policy offers three insurance plans to choose from, the Key Advantage 250 Plan with a $20 per visit co-pay plus dental and vision coverage, the Key Advantage 500 Plan with a $25 per visit co-pay plus dental coverage and the High Deductable Health Plan with 20% coinsurance after a $1,500 deductable. The additional premium for the employee, employee plus one, or family coverage is deducted from the employee's paycheck.

D. **Disability Insurance** - Employees of the Town of Wytheville are offered, at no charge, long-term disability insurance by Lincoln National Life Insurance Company.

E. **Retirement** - The Town is a member of the Virginia Retirement System (VRS). All full-time employees of the Town are required to enroll in the system, and are thus entitled to receive all benefits offered by the Plan. This benefit is at a five percent (5%) cost to the employee and will be deducted from the employee's paycheck on a pre-tax basis for federal and state taxes in accordance with Section 414(h) of the Internal Revenue Code. The Town contributes 5.79% for each full-time employee.

F. **Group Life Insurance** - Town of Wytheville provides group life and accidental death and dismemberment insurance as provided for in the VRS Handbook for Members for all full-time employees at no cost to the employee. The coverage is two times the employee's annual salary rounded to the nearest thousand.

G. **Holidays** - The Town of Wytheville observes eleven paid holidays. Full-time employees are paid their regular rate of pay for days designated as Town holidays in Section 5.9 of the Personnel Rules. For full-time employees, a holiday is eight hours and a half-day holiday is four hours. The yearly cumulative total of holiday time cannot exceed 88 hours.

H. **Community Center Membership** – All full time employees are provided a free Silver Level membership to the Community Fitness Center, which is a $275.00 annual value.

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