

Benefit	Full-time	Part-time	Who Pays	When Eligible	What you Receive
457 Deferred Compensation	X	X	Employee and AHCS	Upon Hire	Money can be deposited into the account on a pre-tax basis and grows tax deferred until the time of withdrawal. For every \$1.00 of employee contribution, the Agency matches it \$.50 up to \$25.00 per pay period
Christmas Club	X	X	Employee	Upon Hire	Available through First National Bank and other financial institutions
Direct Deposit	X	X	N/A	Upon Hire	You can elect to have your pay directly deposited in up to two different accounts
YMCA Membership	X	X	Employee and AHCS	Upon Hire	AHCS will contribute up to \$10.00 per month of your membership at the Alleghany Highlands YMCA
Verizon Wireless	X	X	Employee	Upon Hire	A 15% discount is available on plans greater than \$34.99 (except unlimited)
GAUF	X	X	Employee	Upon Hire	Contributions to the Greater Alleghany United Fund can be made via payroll deduction
Virginia Credit Union	X	X	Employee	Upon Hire	Checking, savings and loans as well as discounts on products and services
Paid Holidays	X	See policy for details	AHCS	Upon Hire	12 paid holidays
Annual Leave	X	X	AHCS	Upon Hire	Accrue or granted leave based on years of service
Sick Leave	X		AHCS	Upon Hire	Accrue 5 hours of sick leave each pay period
Civil Leave	X	X	AHCS	Upon Hire	Leave with pay for absences related to jury duty
Family Medical Leave	X	X	AHCS	After 1 year	Up to 12 weeks paid/unpaid leave during a 12-month period (after meeting eligibility requirements)
Health and Vision Insurance	X		Employee and AHCS	First day of the month following employment	A comprehensive plan. Premiums are pre-tax and payroll deducted
Dental Insurance	X		Employee and AHCS	First day of the month following employment	A plan with options. Premiums are pre-tax and payroll deducted.
Section 125 Flexible Spending	X		Employee	First day of the month following employment	Receive reimbursement for qualified health care and/or dependent care expenses on a pre-tax basis
Virginia Retirement System (VRS)	X (salaried only)		AHCS	Based on date of hire	Receive a contribution toward retirement of 11.06% on gross earnings. See VRS handbook for details
Group Life Insurance	X (salaried only)		AHCS	Based on date of hire	Provided through VRS in the amount of two times the employee's annual salary
Optional Life Insurance	X (salaried only)		Employee	First day of the month following employment	Additional term life insurance available to the employee, spouse and children
Education Assistance	X		AHCS	After 1 year	Reimbursement for tuition of job related courses, subject to approval and funding
Recognition	X	X	AHCS	Upon Hire	Activities are planned throughout the year for employee enjoyment and recognition (i.e. Holiday Luncheon, Years of Service, Social Activities, etc.)

