



Employee Benefits Summary

Health Insurance

- Insurance through Anthem BC/BS
 - Medical
 - Dental
 - Comprehensive or Preventative
 - Prescription
 - Vision
 - Mental Health
- Coverage Options
 - Individual
 - Dual (employee + one)
 - Family

The Commission pays a varying percentage of the different levels of coverage and the employee is responsible for the balance of the premium, done through payroll deduction on a pre-tax basis.

Retirement

- Virginia Retirement System
 - New to VRS
 - Hybrid Retirement Plan
 - Combo of defined benefit pension and contribution
 - Mandatory 5% employee contribution
 - Current VRS Members
 - Continue with your current VRS membership plan
 - Deferred Compensation Plan
 - Voluntary contribution 457(b) tax-deferred, payroll deductions per a dollar amount selected by the employee

Group Life Insurance

- Virginia Retirement System
 - Employees receive insurance equal to the amount of twice their annual salary
 - 100% paid by the Commission
 - Additional insurance is also available through the optional life plan, paid by the employee, for a spouse and/or children.

Legal Resources

- Legal Resources of Virginia
 - Optional legal serves plan for a \$8.77 per pay period

Credit Unions

- TYSC employees are eligible for membership at:
 - Virginia Credit Union and Langley Federal Credit Union

Employee Assistance Program

- Offers support services to all employees and members of their households. Such as up to four free counseling sessions per year and referrals to assist with financial and legal questions.

Vacation

- Paid Time Off (PTO) - Employees hired on or after January 1, 2014 without prior active VRS service participate in the PTO program. The accrual for new employees is 8.62 hours per bi-weekly pay period, based on 13 standard state holidays (96 hours) and 120 hours of PTO time. Accrual rates increase after 5, 10 and 15 years of service
- Annual Leave – Employees hired before January 1, 2014 and new employees with active VRS membership will accrue separate annual and sick leave. The annual leave accrual for new employees is 7.85 hours per bi-weekly pay period, based on 13 standard state holidays (96 hours) and 100 hours of vacation time. Accrual rates increase after 5, 10 and 15 years of service
- Sick Leave – Employees hired before January 1, 2014 and new employees with active VRS membership will accrue separate annual and sick leave. The sick leave accrual for new employees is 4.62 hours per bi-weekly pay period, based on 120 hours per year

Why Work Here

Shamere T. "I love my insurance! It has allowed me to not have to stress over medical bills or find better providers in this area."

Jenny H. "First time in over a decade I have had preventative dental care and vision as part of an insurance package. Don't even get me started on the pension plans we have access to as staff. It's been life changing!"

Jessica L. "When I had my daughter, I did not have to worry about a bunch of extra costs, my insurance covered everything but \$250 of my weekend hospital stay! Amazing!"