

OPTIONAL BENEFITS

OPTIONAL LIFE INSURANCE

By Securian Financial/Minnesota Life

- Up to eight times the amount of annual salary available through payroll deduction.
- Coverage for Spouse and Children available

MISSION SQUARE RETIREMENT 457 DEFERRED COMP PLAN

www.missionsq.org

Trey Sizemore, CRC Retirement Plans Specialist

Email: tsizemore@missionsq.org

Phone: (800) 669-7400

OPTIONAL INSURANCE

Colonial Life - Don Lopez 540-580-1499

Legal Shield & Identity Theft

Scott Viette 540-797-9393

AFLAC - Kevin Martin 540-444-7333

FLEXIBLE SPENDING/HSA ACCOUNTS

Flexible Benefit Administrators

- Allows employees to contribute pre-tax dollars towards eligible Medical Care expenses and Dependent Care expenses.
- Email: flexdivision@flex-admin.com
- Phone: (800) 437-3539

VIRGINIA 529 COLLEGE SAVING PLAN

www.virginia529.com

- Enroll Online or by Phone: (888) 567-0540
- Enjoy a tax-advantaged college savings plan.

OPTIONAL BENEFITS

FREEDOM FIRST CREDIT UNION

www.freedomfirstcu.com - (540) 389-0244

- Checking & Savings Accounts
- Low interest loans
- Dividends
- Family Membership

WELLNESS INCENTIVE PROGRAM

- Eligible to participate after 3 months of full time employment with satisfactory performance review.
- City provides monthly supplement toward a membership at designated fitness facilities.
- Health Clinic onsite for employee's that participate in the health plan.

For wellness program details:

Contact: Human Resources

Email: humanresources@salemva.gov

Phone: (540) 375-3060

ADVANTAGE EMPLOYEE ASSISTANCE PROGRAM

www.psychhealthroanoke.com

Phone: (540) 989-6605 or (800) 699-9396

Nights: (540) 776-1100 or (800) 541-9992

- Provides confidential, professional services for personal problems for employees & family

City of Salem, Virginia
Human Resources Department

114 N. Broad Street

Salem, VA 24153

Phone: (540) 375-3060

Fax: (540) 375-4058

www.salemva.gov

SALEM
VIRGINIA'S CHAMPIONSHIP CITY

FOR EMPLOYEES & BUSINESSES



FOR CITIZENS & VISITORS



SAMPLE SALEM

SALEMVA.GOV

SALEM EMPLOYEE BENEFITS

HEALTH INSURANCE HEALTHKEEPERS 30

Coverage Type	Wellness Rate	New Hire/ Non-Wellness Rate
Subscriber Only	\$73.50	\$128.50
Subsc. + 1 Child	\$266.00	\$321.00
Subsc. + Spouse	\$735.28	\$790.28
Subsc. + Children	\$808.90	\$863.90
Family	\$918.24	\$973.24

Anthem BC/BS – PPO – Includes Blue View Vision Care

HEALTH INSURANCE HEALTHKEEPERS HDHP/HSA

Coverage Type	Wellness Rate	New Hire/ Non-Wellness Rate
Subscriber Only	23.66	\$78.66
Subsc. + 1 Child	154.32	\$209.32
Subsc. + Spouse	399.58	\$454.58
Subsc. + Children	450.56	\$505.56
Family	\$515.38	\$570.38

Anthem BC/BS – Lumenos High Deductible Health Plan with HSA tax free savings account – Includes Blue View Vision Care

DELTA INSURANCE- DELTA DENTAL

Coverage Type	Monthly Rate	City Supplement	Employee Cost
Subscriber Only	\$33.20	\$33.20	\$0
Subsc. + 1 Dependent	\$57.60	\$33.20	\$24.40
Family	\$92.70	\$33.20	\$59.50

Employees hired after the first day of the month and elect ANY BENEFIT COVERAGES will begin coverage the first day of the following month.

BASIC GROUP LIFE INSURANCE

Administered by VRS/Minnesota Life

- City pays entire Basic Life benefit
- Two times the amount of annual salary for natural death
- Benefit doubles in the event of accidental death
- Dismemberment and Accelerated death benefits available until Retirement

VIRGINIA RETIREMENT SYSTEM

www.varetire.org

- City pays a percentage of benefit
- Employee pays 5% of salary
- Lifetime Benefit after vesting

HOLIDAYS

- Ten (11) Paid Holidays
- One (1) Paid Floating Holiday

IMPORTANT PHONE NUMBERS

ANTHEM - Member Service
(833) 592-9956

DELTA DENTAL
(800) 237-6060

SECURIAN FINANCIAL
(833) 810-8260

VIRGINIA RETIREMENT SYSTEM
(888) 827-3847

PAID LEAVE

City Employees

40 Hour Work Week Employees

Years of Service	Hrs Per Month	Days Per Year
0-5	11	16.5
6-10	14	21
11-15	18	27
16+	21	31.5

Employees may carry over 344 hours of paid leave at the beginning of each City Fiscal Year (July 1)

City Fire Suppression Personnel

56 Hour Work Week Employees

Years of Service	Hrs Per Month	Days Per Year
0-5	16	24
6-10	20	30
11-15	26	39
16+	30	45

Employees may carry over 482 hours of paid leave at the beginning of each City Fiscal Year (July 1)

EXTENDED ILLNESS LEAVE

City Employees

40 Hour Work Week Employees

Years of Service	Hrs Per Month	Days Per Year
0-15	11	16.5
16+	15	22.5

Employees may carry over 1440 hours of EIL at the beginning of each City Fiscal Year (July 1)

City Fire Suppression Personnel

56 Hour Work Week Employees

Years of Service	Hrs Per Month	Days Per Year
0-15	16	24
16+	21	31.5

Employees may carry over 2016 hours of EIL at the beginning of each City Fiscal Year (July 1)

WELCOME TO SALEM – VIRGINIA'S CHAMPIONSHIP CITY