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Benefits Info Session

Classified Employee Benefits

August 2023

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Introduction

- Individual employee classifications are preliminary and subject to change.
- As the operational model/organizational structure is being finalized, specific positions and/or individual employees may be moved between classifications.
- Please note that today's forum is not a guarantee (but rather a plan/projection) and that you will be a classified employee on Day One.
- Any changes will be communicated individually as quickly as possible and will not be subject to any form of grievance process before or after Day One.

Annual Leave

- New State employees accrue four hours per pay period, for a total of 96 hours per year.*
- Up to 192 hours can be carried over every Jan. 10.
- Up to 192 hours will be paid out at separation.
- Annual leave accrual, carryover, and payout amounts are based on years of state service and increase every five years, up to 25 years of service.

* *Prior state service and veteran service may increase the accrual rate.*

Annual Leave Accrual, Carryover, and Payment

Years of Service	Pay Period Accrual	Maximum Carryover	Maximum Payment
Under 5 years	4 hours	192 hours (24 days)	192 hours (24 days)
5-9 years	5 hours	240 hours (30 days)	240 hours (30 days)
10-14 years	6 hours	288 hours (36 days)	288 hours (36 days)
15-19 years	7 hours	336 hours (42 days)	288 hours (36 days)
20-24 years	8 hours	384 hours (48 days)	336 hours (42 days)
25 years or more	9 hours	432 hours (54 days)	336 hours (42 days)

Legacy Leave

- All benefit-eligible EVMS employees may roll over their existing annual leave balances up to 80 hours on Day 1.
- ODU will provide “Legacy Leave” of up to 240 hours (*cap includes roll-over time referenced above*) for classified employees that will lose leave accrual hours due to years of service.
- Legacy Leave does not expire and is not counted toward future carryover of annual leave accrued from Day 1 forward.
- There will be no payout of unused legacy leave.

Legacy Leave Based on Years of Service

Years of Service	Legacy Leave Amount	Payment
5-9 years	40 hours	None
10-14 years	80 hours	None
15-19 years	120 hours	None
20-24 years	160 hours	None
25-29 years	200 hours	None
30 years or more	240 hours	None

Sick Leave

- Existing EVMS sick leave balances will not carry over.
- The EVMS Board of Visitors has approved the concept of paying out a portion (not all) of available leave balances. It is likely unused sick leave will be paid out at a flat hourly rate. We want to stress that this hourly rate will be less than an employee's regular hourly rate of pay.
- There is a one-year waiting period before employees can access the state-provided short- and long-term disability plan. EVMS will provide short and long-term disability for all employees for the one-year transition period.
- Classified staff will be enrolled in the Virginia Sickness and Disability Program (VSDP) which provides 64 hours of sick leave and 32 hours of personal leave. These amounts increase with years of service.
- Sick leave and personal leave amounts reset every Jan. 10. They do not roll over.

VSDP Sick and Family & Personal Leave Based on Years of Service

Months of Career State Service	Sick Leave Amounts (full time employee)	Family Leave & Personal Leave Amount (full time employee)
Fewer than 60	64 hours	32 hours
60-119	72 hours	32 hours
120 or more	80 hours	40 hours
Months of Career State Service	Sick Leave Amounts (part time employee)	Family Leave & Personal Leave Amount (part time employee)
Fewer than 120	32 hours	32 hours
120 or more	40 hours	40 hours

VSDP Short-and Long-Term Disability

- Applies after a one-year waiting period. EVMS will provide short and long-term disability benefits for year one to cover the waiting period.
- VSDP's short-term disability plan provides 60% income replacement for up to 125 workdays after a seven-day waiting period.
- Short-term disability income replacement amounts increase with months of state service.
- Employees do not have to exhaust paid leave prior to disability benefits beginning and may use paid leave (sick leave can only be used to cover the seven-day waiting period) to supplement disability benefits below 100%.
- Long-term disability benefits may begin after 125 workdays at 60% income replacement.

Additional Leave Benefits

- **Family and Medical Leave Act (FMLA):**
 - Provides up to 12 weeks of job-protected leave for certain medical and military situations
 - Must be employed for at least one year and have worked at least 1250 hours in the 12 months prior to leave beginning
- **Leave Share:**
 - With approved FMLA for eligible family members
- **Parental Leave:**
 - Provides up to eight weeks of paid leave due to the birth/adoption/foster/custodial placement of a child
 - Must be eligible for FMLA

Additional Leave Benefits

- School Assistance and Volunteer Service Leave
- Recognition Leave
- Paid Holidays
- End-of-Year Break (Medical Group will remain open to provide patient care)

Virginia Retirement System

- Virginia Retirement System (VRS) is an independent state agency that delivers retirement and other benefits to covered Virginia public-sector employees.
- Enrollment in the VRS is a condition of employment.
- Employees are enrolled with a mandatory 5% pre-tax contribution.
- VRS requires five years of service to be vested.

Virginia Retirement System

- Employees will be enrolled in the VRS Hybrid Plan unless **prior state service requires** enrollment in a grandfathered plan (Sworn Police Officers enrolled in VaLORS).
- The Hybrid Plan Includes a defined benefit (DB) and defined contribution (DC) component.

Virginia Retirement System

- Employees contribute 5% (4% into DB and 1% into DC.).
- Employer contributes 1% into the DC Plan.
- Employees may elect a voluntary contribution up to 4% into the DC Plan with the employers contributing up to an additional 2.50%.

Virginia Retirement System

- Law enforcement officers will be enrolled in VaLORS Plan 2 unless prior state service requires enrollment in a grandfathered plan.
- VaLORS is a defined benefit plan.

Prior Years of Service Credit

- Eligible employees may be able to purchase up to four years of service credit to allow faster vesting.
- Purchase of service credit within the first two years of covered employment typically comes at a cheaper rate.
- Purchases made after that time will be calculated based on actuarial rates.
- Employees will be able to purchase service credit using funds from their 403(b) and/or 457(b) retirement plans.

Supplemental Retirement

- Employees may enroll at any time in a 403(b)-plan offered by TIAA and/or Fidelity Investments.
- Employees may also enroll in the state's 457(b) deferred compensation plan through Mission Square.
- Full-time employees may be eligible for an employer cash match to one of the supplemental plans (conditions apply).
- Employees in the VRS Hybrid Plan will have to max their voluntary contribution into the DC Plan before eligible for cash match.

Life Insurance

- Employees receive a 100% employer-paid life insurance policy administered by Securian Financial.
- The basic benefit is 2x salary for natural death and 4x salary for accidental death with no cap.
- Employees may elect voluntary optional life insurance coverage of up to 8x salary with an \$800,000 cap (evidence of insurability may be required). This is an employee paid benefit.
- Optional life insurance may be purchased on spouses and children (evidence of insurability may be required).

Health, Dental, and Vision Coverage

6 Health Plan Choices

- COVA Care (Anthem)
- COVA HeathAware (Aetna)
 - The plan includes an employer-funded health reimbursement account(HRA)
- COVA HDHP (Anthem)
 - A Health Savings Account (HSA) is not a component of this plan
 - Employees may fund an outside HSA

Health, Dental, and Vision Coverage

- Optima Health Vantage HMO
- Kaiser Permanente HMO (regional plan primarily covering Northern Virginia)
- Tricare Voluntary Supplement for employees that are covered by federal TRICARE benefits

Health, Dental, and Vision Coverage

- The plan year runs from July 1-June 30.
- Dental and vision insurance is bundled with the health insurance plan-standalone plans are not available.
- Employee Assistance Program (EAP) services are included with the health insurance plan (up to 4 visits per incident).

Coverage Side-by-Side Comparison

(Example 1)

**Based on maximum plan option without any discounts (for illustrative purposes only)*



Equity Plus (CDHP)

EVMS-Employee Only
\$97 monthly premium

EVMS-Family
\$548 monthly premium



COVA HealthAware

State-Employee Only
\$60 monthly premium

State-Family
\$170 monthly premium



Coverage Side-by-Side Comparison

(Example 2)

**Based on maximum plan option without any discounts (for illustrative purposes only)*

EVMS Optima

Vantage HMO

EVMS-Employee Only

\$173 monthly premium

EVMS-Family

\$834 monthly premium

Optima Health HMO

State-Employee Only

\$80 monthly premium

State-Family

\$272 monthly premium

Coverage Side-by-Side Comparison

(Example 2)

**Based on maximum plan option without any discounts (for illustrative purposes only)*

EVMS Optima POS

EVMS-Employee Only

\$193 monthly premium

EVMS-Family

\$914 monthly premium

COVA Care

State-Employee Only

\$170 monthly premium

State-Family

\$ 500 monthly premium

Flexible Spending Accounts (FSA)

- Healthcare FSA
- Dependent Care FSA
- The plan year runs from July 1-June 30.
- Employees have until September 30 or three months from the end of the coverage period, whichever is sooner, to submit reimbursement requests.
- FSA funds are “use-it” or “lose-it.” They do not carry over into the new plan year.

Tuition Assistance

- **Employee Tuition Assistance Program** provides 6 credit hours for fall, spring, and summer semesters for each full-time employee (*must be admitted, degree-seeking students at ODU*). The one-year waiting period will be waived for EVMS legacy employees.
- **The Dependent Scholarship Program** provides tuition assistance to degree-seeking dependents during the fall and spring semesters. There is a one-year waiting period for eligibility.

Additional Benefits

- Legal Resources/Identity Theft
- Personal Accident Insurance
- Short Term Disability Insurance
- Long-Term Disability Insurance
- Long-Term Care Insurance
- AFLAC
- Whole Life Insurance
- State Employee Discounts
- Staff Dream Fund



What Questions May We Answer?