



Regular Full-Time Benefits Summary for New Hires

A regular full-time employee is defined as an employee who is regularly scheduled to work 37.5 hours per work week on a continuous basis.

Paid Time Off (PTO)



PTO provides employees with paid time off that can be used for vacations, personal time, illness or to care for dependents. Employees accrue PTO hours between 6-8.75 hours bi-weekly, based on their years of service.

Short Term Disability



Employees are automatically enrolled in a short-term disability plan paid for by the Service Authority.

Optional Insurance Coverage



Employees have the option of purchasing additional Dental, Vision, Life, and Cancer and Intensive Care Insurance.

Holidays



Twelve paid holidays per year.

Wellness Programs



Join a health club, weight loss program or fitness classes with the Service Authority reimbursing up to 50% of the total amount, max \$250 per year.

Retirement



The Service Authority participates in the Virginia Retirement System (VRS). Retirement contributions are mandatory for all regular full-time employees. Depending on an employee's date of hire and previous VRS service, they are enrolled in one of three plans: Plan 1, Plan 2 or the Hybrid Plan. All employees contribute 5% of their salary to the Plan. The Service Authority also offers employees an optional deferred contribution plan with an employer match.

Disability Insurance



Employees classified as Plan 1 or Plan 2 members with the VRS are eligible to participate in an optional long-term disability plan. Hybrid Plan employees will receive long term disability at no cost to the employee as a component of the plan.

Employee Assistance Program



This is a free benefit which offers assistance to all employees, and their family members, in resolving personal, financial, and emotional matters.

Credit Union



You and your family members are eligible for membership in the Prince William County Employees Credit Union.

Basic Group Life Insurance



The Service Authority provides free life insurance coverage at no cost to the employee. Employees may purchase additional life insurance for themselves, spouse and/or children.

Health, Dental and Vision Insurance



Health, Dental and Vision plans are offered by the Service Authority.

Educational Assistance



Once you have completed at least one year of service, you would be eligible to receive up to \$5,250 in tuition reimbursement per calendar year.

Flexible Spending Accounts



Using pre-tax funds, employees can set up Medical, Dependent Care, and Adoption Expense reimbursement accounts.

Other Benefits



Direct Deposit, Legal Resources, Worker's Compensation Insurance, Bereavement Leave, Family and Medical Leave and Civil and Military Leave.

This listing does not constitute an expressed or implied offer of employment or contract. The Service Authority reserves the right to make changes to the Benefits Program at any time.