

Employee Benefits

ANNUAL LEAVE

Full-time employees earn annual leave at the following rate:

Full-Time Employees

0 - 5 years - 8 hrs. per month
5 - 10 years - 10 hrs. per month
10 - 15 years - 12 hrs. per month
15 - 20 years - 14 hrs. per month
20+ years - 16 hrs. per month

Firefighters

11.2 hrs. per month
14 hrs. per month
16.8 hrs. per month
19.6 hrs. per month
22.4 hrs. per month

Maximum accrual: 50 days per calendar year.

Part time employees earn personal leave prorated based on hours worked per month.

BIRTHDAY LEAVE

One day awarded annually for employee's eligible for a ten (10) year service award and every year thereafter. Must be used within the month of their birthday.

COMPENSATORY LEAVE

Time earned by nonexempt employees for hours worked in excess of forty (40) hours per week. Maximum accrual 240 hours (480 hours for Police and Fire).

COURT LEAVE

Time off provided for full time permanent and probational employees to perform subpoenaed witness service.

FAMILY MEDICAL LEAVE

The Family and Medical Leave Act requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees to take reasonable leave for medical reasons, for the birth or adoption of a child, and for the care of a child, spouse, or parent who has a serious health condition.

FUNERAL LEAVE

Up to five (5) consecutive days is available to full-time permanent and probational employees only upon the death of a member of the employee's immediate family and, or any person who can be demonstrated as residing in the same household as the employee.

HOLIDAYS

11.5 days per year as follows:

(New Year's Day, Martin Luther King Jr. Day, Memorial Day, Labor Day, July 4th, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Christmas Eve (1/2 day, except when Christmas Eve falls on Friday, Saturday, or Sunday, Two (2) Flexible Holidays)

INJURY LEAVE

Paid leave authorized to an employee who has reported a job-related injury in accordance with the Virginia Worker's Compensation Act.

JURY LEAVE

Provides time off for full-time and part-time employees to perform jury duty.

MILITARY LEAVE WITH PAY

Employees are entitled to a maximum of fifteen (15) working days (120 Hours) of Military Training Leave with pay per federal fiscal year.

SICK LEAVE

Paid leave provided to eligible employees when health and/or dental care is required during scheduled work hours. Sick leave is earned at the rate of 8 hours per month (11.2 hours per month for firefighters). Unlimited accrual. 40 hours of sick leave may be utilized each year for the purpose of attending to the illness of an immediate family member. Upon retirement, on a Virginia Retirement System service or disability retirement provision, an employee will receive a one-time payment for all accrued sick leave at a rate of \$28 per day.

SICK LEAVE BANK

A voluntary program which provides sick leave to employees who need additional sick leave and are unable to work due to long term illnesses or medical conditions.

HEALTH AND DENTAL INSURANCE

The City offers group health insurance to all full time employees through payroll deduction at a group rate. Dental insurance is also offered through payroll deduction at a group rate.

LIFE INSURANCE

The City pays the entire premium for life insurance. Coverage is twice the employee's annual salary rounded to the next highest thousand dollars for natural death. For accidental death, coverage is four times the employee's annual salary rounded to the next highest thousand dollars.

SOCIAL SECURITY AND MEDICARE

The employee contributes 4.2% of taxable annual earnings up to \$106,800 per year for Social Security taxes and 1.45% of taxable annual earnings per year for Medicare taxes. The City contributes 6.2% and 1.45% for a total of 7.65% of taxable annual earnings for Social Security and Medicare taxes.

RETIREMENT

Full retirement is allowed after 30 years of service and age 50 (As of 7/1/99). Reduced benefits after at least 10 years of service and age 50.

WORKER'S COMPENSATION

The City provides worker's compensation insurance coverage at no cost to the employee.

CREDIT UNION

The Beach Municipal Federal Credit Union is a non-profit service agency which is owned and operated exclusively for City employees and their dependents.



DEFERRED COMPENSATION

Employees may arrange to defer a portion of their salary to be paid in the future. Currently, the City offers several investment options in which employees may deposit their deferred money.