

**DISTRICT 19 COMMUNITY SERVICES BOARD
BENEFITS HIGHLIGHTS JULY 1, 2017 – JUNE 30, 2018**

HEALTH INSURANCE

District 19 CSB offers the following Anthem group health insurance plans provided through The Local Choice. The group health insurance includes vision coverage and your choice of two dental plans. All full-time salaried employees are eligible to enroll in our group health insurance plan. In some cases, regular hourly employees are also eligible for coverage. Human Resources will notify regular hourly employees if they are eligible or if they become eligible at any time while employed. Employee premium portions are deducted on a pre-tax basis through payroll. Effective date of the premiums below is 07/01/2017. Amounts shown below are monthly.

Coverage	<u>Key Advantage 250</u>		With Comprehensive Dental		<u>Key Advantage 1000</u>			
	With Preventive Dental		D19 Pays	You Pay	With Preventive Dental		D19 Pays	You Pay
Single	\$ 580.00	\$ 123.00	\$580.00	\$ 137.00	\$ 580.00	\$ 29.00	\$ 580.00	\$ 43.00
Dual	\$ 836.00	\$ 465.00	\$836.00	\$ 490.00	\$ 836.00	\$ 291.00	\$ 836.00	\$ 317.00
Family	\$1050.00	\$ 848.00	\$1050.00	\$886.00	\$1050.00	\$ 594.00	\$ 1050.00	\$ 632.00

New Hire Effective Dates: For new hires, the enrollment form must be received within 31 days of the date of hire. Effective dates of coverage for enrollment will be the first of the month coinciding with or following the receipt of the election form. For example, if a new employee’s hire date is June 16th and submits their enrollment form on July 1st the coverage effective date will be July 1st. If the hire date is the 1st, and enrollment is received on the 1st (or on start date if the 1st falls on a weekend or holiday), then coverage is effective the 1st. Once a plan is chosen (i.e. 250 or 500), you cannot change plans until Open Enrollment period (once per fiscal year with effective start date of July 1st). Proof of relationship must be provided for dual or family enrollment. An employee who chooses to waive coverage must complete the TLC enrollment form and indicate in PART 4 A.

Qualifying Mid-Year “Life” Event (QME): Once a plan and/or membership election is made, it is irrevocable until the next Open Enrollment unless a recognized Qualifying Mid-Year Event (QME) occurs. With supporting documentation, certain events during the plan year permit enrollment or election changes. Human Resources must receive your request within 60 days of the event. Your request must also be consistent with the event. Please contact the Human Resources Department to see if your circumstances qualify as a QME.

VIRGINIA RETIREMENT SYSTEM (VRS)

District 19 CSB is a participating employer as a political subdivision in VRS. Benefits are offered to all D19 full time salaried employees. VRS has three membership levels, referred to as Plan 1, Plan 2, and Hybrid. VRS Plans 1 and 2 are defined benefit plans. Members are covered under Plan 1 if they have a membership date prior to July 1, 2010 and were vested before January 1, 2013, and have not taken a refund. Members are covered under Plan 2 if they have a membership date from July 1, 2010 to December 31, 2013, and have not taken a refund. Additionally, members are covered under Plan 2 if they have a membership date prior to July 1, 2010 but were not vested before January 1, 2013. Members are covered under the Hybrid Retirement Plan if their membership date is on or after January 1, 2014, or if you were employed prior to January 1, 2014 and elected to Opt into the Hybrid plan prior by April 30, 2014. However, if a Plan 1 or Plan 2 employee leaves covered employment and takes a refund, they will be hired under the Hybrid Retirement Plan if they return to a non-hazardous duty covered position on or after January 1, 2014. **Employees are responsible for managing their defined contribution component of the Hybrid plan.** Human resources will assist new hires with determining plan membership, and provide them with the appropriate plan information. For more information on the Virginia Retirement System, please visit www.varetire.org.

If you are a Hybrid Plan member, Virginia legislation requires that District 19 provide you with a Disability Plan. District 19 has elected to provide this coverage through The Standard. A description of these benefits will be given to new Hybrid Plan employees.