

Local Roots, Global Reach

ISLE OF WIGHT COUNTY, VIRGINIA

2026 EMPLOYEE BENEFITS PACKAGE



2026 BENEFITS

Annual Leave

Regular full-time employees, except those assigned to a 28-day cycle accrue annual leave as set forth in the chart below based upon the employee's total years of service paid into a state or local retirement system or employed with Isle of Wight County.

Years of Full-Time Service	Semi-Monthly Accrual Rate	Total Monthly Accrual (hours)	Days Per Year	Maximum Annual Leave Carryover (hours)
0 Yrs - < 5 Yrs	4	8	12	288
5 Yrs - < 10 Yrs	5	10	15	288
10 Yrs - < 15 Yrs	6	12	18	288
15 Yrs - < 20 Yrs	7	14	21	288
20+ Yrs	8	16	24	288

Annual Leave

Firefighters assigned to 28-day cycle positions shall accrue annual leave as set forth in the chart below based upon the employee's total years of service paid into a state or local retirement system or employed with Isle of Wight County.

Years of Full-Time Service	Semi-Monthly Accrual Rate	Total Monthly PTO Accrual (hours)	Days Per Year	Maximum Annual Leave Carryover (hours)
0 Yrs - < 5 Yrs	5.6	11.2	16.8	403.2
5 Yrs - < 10 Yrs	7	14	21	403.2
10 Yrs - < 15 Yrs	8.4	16.8	25.2	403.2
15 Yrs - < 20 Yrs	9.8	19.6	29.4	403.2
20+ Yrs	11.2	22.4	33.6	403.2

Holidays

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Election Day
- Veteran's Day
- Half day before Thanksgiving
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day (and additional day)
- PLUS one (1) flexible holiday



ALL PHOTOS BY MIKE O'SHELL PHOTOGRAPHY

Sick Leave

Full time regular employees who are Plan 1 or Plan 2 Virginia Retirement System (VRS) members accrue sick leave at the rate of 4 hours per semi-monthly pay period, equivalent to 8 hours per month.

Regular full-time employees assigned to 28-day cycle week positions accrue sick leave at the rate of five and six-tenths (5.6) hours per semi-monthly pay period, equivalent to eleven and two-tenths (11.2) hours per month.

Regular full-time employees who are Hybrid Virginia Retirement System (VRS) members accrue sick leave at a rate of 3 hours per semi-monthly pay period, equivalent to 6 hours per month.

Family Medical Leave

In accordance with the Family and Medical Leave Act, employees are provided up to twelve (12) weeks of unpaid job protected leave for qualifying serious health conditions; for the birth or adoption of a child; for the care of a child, spouse, or parent who has a qualifying serious health condition; or for military family leave for qualifying exigencies.

Funeral Leave

Paid leave is provided to full-time employees upon the death of a member of the employee's immediate family or any person who can be demonstrated as residing in the same household as the employee.

Virginia Local Disability Program

VRS Hybrid Plan employees have benefits under the Virginia Local Disability Program (VLDP). VLDP provides Short Term Disability (STD), and/or Long Term Disability (LTD)



Short-Term Disability

Short Term Disability is an illness, injury or other condition, such as surgery, pregnancy, complications from pregnancy, or catastrophic or major chronic condition, that prevents the Hybrid Plan employee from performing the full duties of his/her job. The condition may be work-related or non-work-related. The maximum STD period is 125 workdays.

Non-Hybrid employees do not have the option of participating in the VLDP. However, in addition to accrued leave and other County leave benefits, eligible employees have the option to participate in the County's Sick Leave Bank.



Long-Term Disability

Long Term Disability is a non-work-related or work-related condition that prevents a Hybrid Plan employee from performing the full duties of his/her job for an extended period of time. The LTD benefit begins after 125 workdays of short term disability.

Sick Leave Bank

Eligible employees who are approved for FML and have donated to the bank, due to their own or a family member's serious health condition may request leave donations under the County's Sick Leave Bank. The Sick Leave Bank may provide sick leave donations to employees who need additional sick leave to cover absences. Employees have the option to enroll in the Sick Leave Bank upon hire within 3 months.

Health, Dental, Vision and Prescription Insurance

Health insurance helps provide coverage for preventive care, treatment, pharmacy and other medical services including vision, mental health and other health related benefits. Our Health and Wellness Program provides a variety of care management programs to include pregnancy care, tobacco cessation, and weight management as well as cardiovascular, diabetes, respiratory, and chronic disease management.

The County offers group health insurance to all full-time employees through pre-tax payroll deduction at a group rate, with contributions made by the County. Three (3) health plan options are offered: Key Advantage 500, Key Advantage 250 and a High Deductible Health Plan.

In addition, we offer a stand-alone dental and vision insurance plan for employees with primary health coverage with an entity other than the County (example Military).

2026 BENEFITS

Flexible Spending Accounts (FSA)

The County offers eligible employees a Health Care Flexible Spending Account (FSA) in accordance with Section 125 of the IRS Code. Employees can choose to contribute to a FSA through pre-tax payroll deduction and use those funds to pay for certain medical expenses.

Dependent Care FSA

If employees have young children and have childcare expenses, they can elect to participate in a dependent care FSA and contribute pre-tax payroll deductions to pay for certain child care services.



Health Savings Account (HSA)

Employees enrolled in the High Deductible Health Plan can have a Health Savings Account (HSA). Employees contribute pre-tax payroll dollars to the HSA up to the statutory maximum. (A selection to a HSA will receive an employer contribution into their HSA.)

Life Insurance

Full time employees are covered by Virginia Retirement System Basic Group Life Insurance from the first day of employment at no cost. Coverage is paid for by the County. Employees also have the option of purchasing additional life insurance through the VRS Optional Group Life Insurance Program.

Worker's Compensation

Pursuant to state law, the County provides workers' compensation coverage to full-time employees.

Employee Assistance Program (EAP) and Work-Life Services

The County has teamed with Anthem and Work-Life Services. Employees and household members have access to four (4) free counseling sessions per concern, per year. In addition, it provides resources to assist with childcare, working with teenagers, caring for an elderly parent, etc. EAP specialists will assess needs, provide guidance, and provide referrals and resources.

Retirement

The County participates in the Virginia Retirement System (VRS). Virginia Code sets forth the benefits available. VRS has three (3) different retirement plans: VRS Plan 1, VRS Plan 2, and the Hybrid Retirement Plan.

VRS Plan 1 and VRS Plan 2 are defined benefit plans. The retirement is based on age, creditable service, and average final creditable compensation at retirement. You are VRS Plan 1 if your membership date is before July 1, 2010, and you were vested as of January 1, 2013. You are VRS Plan 2 if you were not vested as of January 1, 2013.

Plan 1 and Plan 2 employees are vested after five (5) years of creditable service. The Virginia Retirement System includes disability retirement and job-related disability retirement benefits for Plan 1 and Plan 2 employees.



The Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. The plan applies to most members whose membership date is on or after January 1, 2014. The defined benefit is based on your age, creditable service and average final creditable compensation at retirement. The benefit from the defined contribution plan depends on the contributions made to the plan and the investment performance of those contributions.

Hybrid Retirement Plan employees may choose to make voluntary contributions of more than the mandatory amount to the defined contribution component of the plan, and the County is required to match those voluntary contributions according to specified percentages. Under the defined benefit component of the Hybrid Retirement Plan, employees are vested after reaching five (5) years of creditable service.

All full-time employees are required to contribute 5% of annual salary toward their retirement account; in accordance with VRS retirement provisions. This is handled through a pre-tax payroll deduction.

457 Deferred Compensation Plan

The County participates in the Commonwealth of Virginia 457 Deferred Compensation plan. Employees can save for retirement and make pre-tax or after-tax deductions from their paycheck up to the IRS contribution limits. The County also offers a 457 plan with Nationwide and MissionSquare.

Legal Resources and Identity Theft

All full-time employees may participate, at the employee's expense, in the prepaid legal services plan offered through payroll deduction. Legal Resources can provide confidential legal counseling, advice and discounted courtroom representation for employees and their immediate family. Legal Resources also offers identity theft protection.

Tuition Reimbursement

The County provides a tuition reimbursement program. Eligible non-probationary full-time employees may submit applications to participate in the Tuition Reimbursement program.

Voluntary Supplemental Short-Term Disability, Accident and Cancer Insurance

The County provides additional voluntary insurance with AFLAC.



FOR ADDITIONAL INFORMATION

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