

HCPS Benefits Summary

(2018-2019)

Benefit	Key Features	Costs to Employee
Health Insurance Anthem Blue Cross Blue Shield	<ul style="list-style-type: none"> Preventative covered at 100%, \$500 deductible & \$3000 out of pocket limit for individual Office visit co-pays \$25/\$50 Prescription drug, Blue View Vision incl. 	<ul style="list-style-type: none"> Employee Only \$57.02/month Family \$773.28/month
Dental Sun Life Employee Benefits	<ul style="list-style-type: none"> Preventative covered at 100%, 80% or 50% coverage for basic or major care items 	<ul style="list-style-type: none"> Employee Only \$22.68/month Family \$107.91/month
Vision VSP	<ul style="list-style-type: none"> \$130 allowance for complete set of glasses & frames, \$10 co-pay for annual exam 	<ul style="list-style-type: none"> Employee Only \$9.11/month Family \$29.15/month
Employee Assistance Program (Optima)	<ul style="list-style-type: none"> Confidential support services such as: family therapy, financial advice, legal, & identify theft 	<ul style="list-style-type: none"> Free to employee and household family members
Retirement Virginia Retirement System	<ul style="list-style-type: none"> All full time employees are VRS members – see www.varetire.org for more information, Hybrid members receive short and long term disability benefits 	<ul style="list-style-type: none"> Based on % of salary
Life Insurance	<ul style="list-style-type: none"> A basic life insurance benefit of 2X your salary 	<ul style="list-style-type: none"> No charge to employees
Tuition Reimbursement	<ul style="list-style-type: none"> College and other job related coursework or training 	<ul style="list-style-type: none"> \$1,300 per year
Gym/Pool Membership	<ul style="list-style-type: none"> Cecil F. Gilkerson Community Activities Center & Westover Pool 	<ul style="list-style-type: none"> Free to employees
Student Loan Forgiveness	<ul style="list-style-type: none"> We are considered a “low-income school” which may allow you to pursue the Federal Teach Loan Forgiveness program 	<ul style="list-style-type: none"> From more information: https://studentaid.ed.gov
Employee Discounts	See list: http://www.harrisonburg.k12.va.us/HR/Staff/Employee-Discounts.aspx	
Other Benefits	<ul style="list-style-type: none"> 403b & 457 retirement plans, AFLAC coverage, Optional Life Insurance, Flexible Spending Account 	