

Benefits for you...

An excellent benefits package not only provides for you in times of need, but it offers ongoing financial security and a healthy work-life balance. We care about our employees and are, therefore, always striving to improve our already excellent benefits.

It is all part of why *Montgomery County is a Great Place to Live and a Great Place to Work...*

Montgomery County is located in the southwestern part of Virginia in the region known as the New River Valley. This region takes its name from the New River, the nation's oldest and the world's second oldest river, and includes the counties of Floyd, Giles, Montgomery, Pulaski, and the City of Radford. This part of southwestern Virginia was first explored in 1671 when an expedition discovered the New River.

Montgomery County traces its origin back to 1776 when it was formed and named after General Richard Montgomery, an American hero of the French and Indian War and the American Revolution. Christiansburg, the County seat and retail center of the NRV, was incorporated in 1792 and named in honor of Colonel William Christian. This community was an important stop on the Wilderness Road, which roughly corresponds to the present day U.S. Route 11. Blacksburg was incorporated in 1871. The Town originated on tracts of land donated by William Black, for whom it was named.

Montgomery County has a land area of 393 square miles and lies in the broad picturesque area between the Appalachian Plateau and the Blue Ridge Mountains.



Montgomery County Human Resources

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*A Great Place to Live,
A Great Place to Work...*



A Great Place to Live...

Montgomery County is a special place to live. Located in beautiful Southwest Virginia, the County has something to offer everyone. Rolling hills and green pastures combined with unique urban features make for an appealing and highly sought after quality of life.

With the New River Valley named as one of the top ten best emerging areas in "Cities Ranked and Rated," it is no wonder that everyone wants to a part of our community. As part of the Montgomery County community, you will enjoy growing suburban amenities, a strong public school system, two fine higher education institutions (Virginia Tech and Radford University), National and State historical sites and parks, and some of the most beautiful countryside that this State has to offer. *The County is growing by leaps and bounds. COME BE A PART OF IT!*

Health Benefits

Health Insurance: County pays 100% of employee coverage and 20% toward dependent rates. Eligible the first of the month after you are hired, you may choose from various plans to suit your needs. Includes a prescription drug card. For a summary of our plans, please visit our website, www.Montva.com.

Dental Insurance: County pays 100% of employee's cost under the high or low plan. Employees may use County dental dollars to offset dependent health costs.

Employee Assistance Program: County pays 100% of employee's cost for confidential counseling services for you and all members of your household, regardless of participation in the County health plans.

Vision: County pays 100% of employee basic coverage through Anthem. Additional coverage is optional.

A Lot to Offer...

Health Benefits continued...

Health Reimbursement Account: A County-funded account for medical expenses not covered by the health plan. Annual amounts are available at the beginning of the plan year. A Benefits Card is available with your account for ease of use. Annual amounts vary, depending on benefit enrollment choices.

Flexible Spending Accounts: Health and Dependent Care accounts that are employee funded with pre-tax contributions. Full annual amounts are available at the beginning of the plan year, and a Benefits Card is available with your account for ease of use.

Premium Conversion: Health, Dental, and Vision plan premiums may be taken on a pre-tax basis that lowers total taxable income with each paycheck.

Health Savings Account: A high deductible insurance plan with investment options funded by the County while allowing employees to contribute.

Time Off Benefits

Full Time	Per Month	Part Time	Per Month
0 - 5 Years:	1 day	0 - 5 Years:	0.5 day
5 - 10 Years:	1.25 days	5 - 10 Years:	0.625 day
10 - 15 Years:	1.5 days	10 - 15 Years:	0.75 day
15 - 20 Years:	1.75 days	15 - 20 Years:	0.875 day
20+ Years:	2 days	20+ Years:	1 day

Holidays: 12 paid holidays per year

Sick Leave: Full time employees earn 1.25 days for each completed month of service. Part time employees earn .625 day of sick leave for each completed month of service.

Sick Leave Bank: Employees may join the bank and use leave from the bank after all accrued leave has been exhausted for catastrophic and long-term conditions.

Bereavement Leave: Employees are granted up to three paid workdays of leave in the event of the death of an immediate family member.

A Great Place to Work...

Retirement

Retirement: Virginia Retirement System (VRS) defined benefit plan. Paid 100% by the County. Vested after 5 years.

401(k) and 457 Supplemental Retirement Plan Options: Employee-funded tax deferred savings plans that include loan provisions.

Income Protection and Security

Basic Life Insurance: The County pays 100% of your coverage. Coverage equals twice the annual salary; double indemnity for an accidental death.

Optional Life Insurance: Employees may purchase additional life insurance to cover themselves and/or dependents.

Long Term Disability Insurance: The County covers 100% of this benefit. This protects our employees after 90 days by providing 60% of salary should they have to be out of work for extended periods of time.

Optional Whole Life Insurance: Employees may purchase whole life insurance to cover themselves, dependents and/or grandchildren.

Optional Long Term Care Insurance: Employees can purchase long-term care insurance to cover themselves, dependents, parents, parents-in-law, grandparents, or grandparents-in-law.

Additional Benefits

- Worker's Compensation
- Tuition Reimbursement (job related classes)
- Credit Union
- Summer Picnic (when funding available)
- Holiday party/luncheon (when funding available)
- Annual Health Fair
- Service Awards
- Educational Classes
- Wellness Programs
- HealthStat Clinic with on-site Nurse Practitioner
- Fitness Center
- On Site Weight Watchers meetings