

# LEAVE AND BENEFITS

## AT THE CITY OF NORFOLK

### Work-Life Balance

- Paid Family Leave – up to six weeks for an FMLA approved claim for a child, spouse, or parent
- Short- and Long-Term Disability (STD/LTD) City Paid Insurance after one year, with optional STD or LTD Gap coverage available upon hire. Sworn Public Safety can enroll in optional STD and/or LTD Disability coverage.
- Generous Paid Leave options, which include a total of 29 days (232 hours) annually:
  - 13 days of Official City Holidays
  - 12 days of Annual Leave
  - 2 days of Wellness Leave
  - 12 days of Sick Leave
  - 1 day of Birthday Leave
  - 3 days of Bereavement Leave, as needed
  - 1/2 day of Volunteer Leave

### Financial

- \$3,000 referral bonus for general employees
- \$5,000 referral bonus for Sworn Employees, Public Safety Telecommunicator Call Taker and Telecommunicator I-III
- Employer-paid parking
- Life insurance through VRS, set at twice the employee's salary
- Automatic enrollment in Virginia Retirement System (VRS)
- If you elect the HSA Plan, the City will contribute pre-tax dollars on or about Jan. 10. For contribution amounts see Benefits below (click Spending Accounts).
- Dependent Care Flexible Spending Account with \$2,500 match, for qualifying childcare/dependent care expenses
- Optional Legal Services Plan and Identity Theft Protection

### Career

- Educational Assistance after six months to support self-development and lifelong learning, includes:
  - Tuition Reimbursement - for the pursuit of study, degrees or certificate programs
  - Professional Certification and Licensure Reimbursement - covers prep courses and exam fees
  - Commercial Driver's License (CDL) Training Program – for positions that require or may require a CDL
  - Professional Development training throughout the year

### Benefits

Explore the benefits offered by the City, rates and enrollment steps, benefit details and more. Click or scan the QR code below (select the City of Norfolk employer icon from the Norfolk Healthcare Consortium (NHC) homepage):



### Retirement

Access to Virginia Retirement System (VRS) retirement on the first of the month after hire. Learn more by clicking or scanning the QR code below:

