

Benefit	Am I Eligible for Benefits If I Work ...?		
	32–40 hours/week	20–31 hours/week	1–19 hours/week
Health Insurance www.dhrm.virginia.gov	Yes	Yes*	No
Flexible Spending Accounts www.inspirafinancial.com	Yes	Yes	No
Employee Assistance Program www.dhrm.virginia.gov	Yes	Yes	No
Retirement Benefits www.varetire.org	Yes	Yes	No
Group Life Insurance www.varetire.org	Yes	Yes	No
Optional Life Insurance www.varetire.org	Yes	Yes	No
457 Deferred Compensation Plan www.varetire.org	Yes	Yes	Yes
Virginia Sickness and Disability Program (VSDP) www.varetire.org	Yes**	Yes**	No
VSDP Sick, Family and Personal Leave www.varetire.org	Yes***	Yes***	No
Voluntary Long Term Care Insurance www.varetire.org	Yes	Yes	No
Annual Leave	Yes***	Yes***	No
Paid Holidays	Yes***	Yes***	No
Workers' Compensation www.covwc.com	Yes	Yes	Yes

*Must pay full premium, no state contribution

**Benefits available after one year of employment

***Benefits pro-rated according to hours worked per week