



Put your career on the right track

Benefits Highlights

The Virginia Passenger Rail Authority (VPRA) is committed to our employees. We offer the Commonwealth of Virginia’s comprehensive benefits package designed to help employees balance their work and family life, live healthier, and enjoy competitive salaries, long-term financial stability, and generous paid leave.

Health

Our [health plan options](#) are designed to support a healthy lifestyle for you and your family. We offer five basic plan options. Statewide plans include COVA Care, COVA HealthAware, and COVA HDHP (High Deductible Health Plan). The Kaiser Permanente HMO plan is offered in certain Northern and Central Virginia zip codes and the Optima Health Vantage HMO plan is offered in Hampton Roads. All plans offer the following benefits:

- ◆ Medical
- ◆ Outpatient prescription drug
- ◆ Preventive dental
- ◆ Behavioral health, and
- ◆ Employee Assistance Program (EAP) services



Through **Flexible Spending Accounts**, employees may take advantage of opportunities to use the tax-free income to manage health and dependent care costs.

Work-Life Balance

VPRA recognizes that talent is our most valuable asset, and our leave program and remote work policies prioritize work-life balance and provide the flexibility to meet family, professional, and personal needs. Depending on the length of service, employees may accrue:

Years of Service	Per Pay Period (hours)	Annual Total (Days)	Annual Total (hours)
Under 5	8	24	192
5 - 9	10	30	240
10 - 14	11	33	264
15 - 19	12	36	288
20 - 24	13	39	312
25 or more	14	42	336

12 Holidays Per Year – Including New Year’s Day, Martin Luther King Day, George Washington Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Election Day, Veterans Day, Thanksgiving Day, The day after Thanksgiving Day, and Christmas Day

Volunteer Leave - 16 hours per calendar year to participate in children’s school K-12 activities (e.g. parent/teacher’s meeting) or community service

Military Leave - 15 days of paid military leave for active and reserve duty per federal fiscal year.

Paid Parental Leave - Employees eligible under the Family & Medical Leave Act may take up to 320 hours following the birth of a newborn or placement of a new child under 18 for adoption.

Remote Work - VPRA promotes telework as a means of achieving administrative efficiencies, reducing traffic congestion and transportation costs, supporting continuity of operations, and sustaining the recruitment and retention of a highly qualified workforce by enhancing work/life balance. Teleworking allows employees to work remotely or in a satellite location for all or part of their workweek. VPRA considers teleworking to be a viable, flexible work option when both the employee and the job are suited to such an arrangement.

Financial

Retirement Plan - All eligible employees are enrolled as members of the Virginia Retirement System (VRS). The VRS Hybrid Retirement Plan combines the features of a defined benefit plan and a defined contribution plan. Membership eligibility is effective on the first day of employment. The employee contributes 5% pre-tax.

457 Deferred Compensation - The Commonwealth's Deferred Compensation Plan (DCP) is a voluntary tax-deferred retirement savings program that is available to eligible individuals who are employed by the Commonwealth of Virginia in either a salaried or wage position. This plan was designed to complement the Defined Benefit Plan and to help employees secure a stable and rewarding retirement.

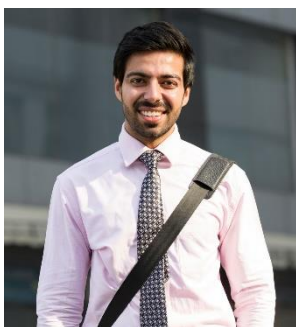
Life Insurance - VPRA provides life insurance coverage equal to two times your base salary for eligible employees. Options are available to elect additional coverage.

More information on all financial programs can be found at www.varetire.org.



Additional Benefits

Wellness - Changes in your lifestyle can have a big impact on your health. The CommonHealth employee wellness program strives to make a difference in the health of employees and the workplace by integrating health into the work culture.



Education and Professional Development - Employees can pursue continuing education through tuition reimbursement and professional development webinars, seminars, and courses related to their essential job functions.

Emotional Health - The employee assistance program (EAP) provides no-cost, confidential counseling in such areas as mental health, substance abuse, work, family issues, and financial or legal matters.

