



HARRISONBURG | VA
FRIENDLY BY NATURE



CITY OF HARRISONBURG EMPLOYEE BENEFITS GUIDE



HUMAN RESOURCES DEPARTMENT
540-432-8920
HARRISONBURG CITY HALL - 3RD FLOOR

CONTENTS:

- **HEALTH INSURANCE** **3**
- **VISION INSURANCE** **4**
- **DENTAL INSURANCE** **4**
- **FLEXIBLE SPENDING ACCOUNT** **5**
- **HEALTH SAVINGS ACCOUNT** **5**
- **INSURANCE RATES** **6**
- **LIFE INSURANCE** **7**
- **DISABILITY** **7**
- **LONG-TERM CARE INSURANCE** **7**
- **EMPLOYEE ASSISTANCE** **7**
- **PAID PARENTAL LEAVE** **7**
- **RETIREMENT PLANNING** **8**
- **EDUCATION ASSISTANCE** **8**
- **LEAVE BENEFITS** **9**
- **HOLIDAYS** **10**
- **ADDITIONAL BENEFITS** **11**
- **CITY VALUES** **12**
- **HR STRATEGIC PLAN** **12**
- **JOIN OUR CITY TEAM!** **12**



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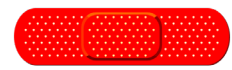
Organizational Development,
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CONTACT OUR HR TEAM

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Please be aware, the City of Harrisonburg Employee Benefits Guide does not provide all details about all benefits programs offered by the City. Additional information is available by contacting the Harrisonburg Human Resources Department. This guide summarizes the coverage that is available during the current plan year. Coverage may change without notice. If you have any questions, please contact Human Resources.

HEALTH INSURANCE



TWO OPTIONS ARE AVAILABLE:
KEYCARE25 PPO OR HIGH DEDUCTIBLE HEALTH PLAN 3200

WHICH IS RIGHT FOR ME AND MY FAMILY?

KeyCare 25 PPO

(In-Network Coverage Listed)



- o Deductible
 - Single coverage: \$500
 - Family coverage: \$1,000 (no family member will pay more than \$500 toward the limit)
- o Co-payments
 - \$25 for outpatient primary care physician visits
 - \$50 for outpatient specialty care provider
 - \$5 for general practitioner telemedicine through LiveHealth Online (www.livehealthonline.com)
- o Routine Wellness Services: No charge
 - Well Baby/Well Child visits
 - Mammography screenings
 - Check-up visits
 - Prostate exams
 - Gynecological exams
 - Immunizations
- o Employee pays 20% of Allowable Charges (AC) after deductible for diagnostic services (in-network physicians), outpatient facility services, and emergency room visits; remaining 80% of AC paid by insurance coverage.
- o Out-of-pocket maximum per calendar year
 - Single coverage: \$3,000
 - Family coverage: \$6,000 (no family member will pay more than \$3,000 toward the limit)

Prescription drug card - four tier levels of coverage:

30 Day Supply Pharmacy Pick-Up

Tier 1	Tier 2	Tier 3	Tier 4
Co-pay	Co-pay	Co-pay	Co-pay
\$10	\$40	\$75	\$100

90 Day Supply Home Delivered

Tier 1	Tier 2	Tier 3	Tier 4
Co-pay	Co-pay	Co-pay	Co-pay
\$20	\$80	\$150	\$200

90 Day Supply Pharmacy Pick-Up

Tier 1	Tier 2	Tier 3	Tier 4
Co-pay	Co-pay	Co-pay	Co-pay
\$30	\$120	\$225	N/A

High Deductible Health Plan 3200

(In-Network Coverage Listed)



- o Deductible
 - Single coverage: \$3,200
 - Family coverage: \$6,400 (no family member will pay more than \$3,200 toward the limit)
- o Routine Wellness Services: No charge
 - Well Baby/Well Child visits
 - Mammography screenings
 - Check-up visits
 - Prostate exams
 - Gynecological exams
 - Immunizations
- o \$55 charge for general practitioner telemedicine through LiveHealth Online (www.livehealthonline.com)
- o All doctor's office visits, diagnostic labs, x-rays, emergency room visits, surgeries, hospital stays, and all other charges, that do not qualify for preventative, are subject to the deductible. Member will receive plan discounts.
- o Out-of-pocket maximum per calendar year
 - Single coverage: \$3,200
 - Family coverage: \$6,400 (no family member will pay more than \$3,200 toward the limit)
- o Preventative Prescriptions: No charge
 - All other medications are subject to the deductible, after plan discounts.
- o Health Savings Account option
 - Pre-tax payroll deducted funds to be utilized for qualifying health care expenses.
 - Employees may contribute up to the IRS maximum contribution annually of \$4,300* for individual plans and up to \$8,550* for plans with added dependent(s).
**IRS 2025 maximum contribution per tax return, including City contribution.*
 - The City will contribute up to \$1,100 for individual plans and \$2,200 for plans with added dependent(s) for the plan year.
 - Funds roll over each year with no rollover or lifetime maximum.



VISION INSURANCE



• Blue View (Embedded) Vision

- o Vision Exam (once per calendar year):
 - \$15 co-pay for adults, \$0 for pediatric



Blue View Vision

www.anthem.com – 866-723-0515

Embedded Blue View Vision is included with both Anthem Health Insurance plans (In-Network Coverage Listed). The Voluntary Vision Insurance plan is optional.

o Additional Discounts

- Eye Glass Frames*: 35% discount off retail
- Contact Lenses (Conventional – non-disposable): 15% off retail price.
- Standard Contact Lens Fitting: \$0
- Standard Plastic Lenses*
 - Single Vision – You Pay: \$50
 - Bifocal – You Pay: \$70
 - Trifocal – You Pay: \$105
- Eyeglass Lens Options/Upgrades*
 - UV Coating – You Pay \$15
 - Tint (Solid & Gradient) – You Pay \$15
 - Standard Scratch-Resistance – You Pay \$15
 - Standard Polycarbonate – You Pay \$40
 - Standard Progressive (Add-on to bifocal) – You Pay \$65
 - Standard Anti-Reflective Coating – You Pay \$45
- Other Add-ons and Services - Includes some non-prescription sunglasses, lens cleaning supplies, contact lens solutions and eyeglass cases, etc. – 20% off retail price.

*If frames, lenses, or lens options are purchased separately, members get a 20% discount instead.

• Voluntary Vision Insurance

Blue View Vision – www.anthem.com – 866-723-0515

Employee is responsible for entire premium.

- o Vision Exam – Not Covered
- o Lenses (Single, Bifocal, Trifocal, Lenticular) once every calendar year: \$25 co-pay when purchasing with frames
- o Frames, once every two calendar years: \$130 allowance and 20% off the amount over your allowance.
- o Elective Disposable Contact Lenses, once every calendar year: \$130 allowance.
 - Coverage also available for elective conventional lenses and non-elective contact lenses.
- o Additional Glasses and Materials Discount: Discount amounts vary.

DENTAL INSURANCE



• Guardian Premium/High Option Plan



www.guardiananytime.com
888-600-1600

- o Preventative services are covered at 100%.
- o Basic services are covered at 80% after \$50 deductible is met.
- o Major services are covered at 50% after \$50 deductible is met.
- o \$1,000 annual maximum benefit per covered individual
- o Maximum of three (3) individual deductibles per family in a calendar year.
- o Offers Maximum Rollover Benefit – Rollover account limit \$1000.

• Guardian Basic/Low Option Plan

- o Preventative services are covered at 100%.
- o Basic services are covered at 80% after \$50 deductible is met.
- o \$1,000 annual maximum benefit per covered individual
- o Maximum of three (3) individual deductibles per family in a calendar year
- o Major services are not covered under this plan.
- o Maximum Rollover Benefit not offered on this plan.

FLEXIBLE SPENDING ACCOUNT & HEALTH SAVINGS ACCOUNT

WHICH IS RIGHT FOR ME AND MY FAMILY?

The City of Harrisonburg offers Flexible Spending Accounts and Health Savings Accounts, which can save employees up to 30% in pre-tax savings on elected contributions.

FSA EXPLAINED

A Flexible Savings Account, or FSA, is an account that allows you to set aside pre-tax dollars for certain health care or dependent care expenses, defined by the IRS. These accounts are connected to employment and are “use it or lose it.” They allow you to be reimbursed for qualified expenses up to the IRS defined annual contribution amounts.

The City of Harrisonburg FSA is through:



WWW.PADMIN.COM
716-852-2611

HOW DOES AN FSA WORK?

- o The Health Care Reimbursement account is for medical, dental, vision expenses, and eligible over-the-counter supplies, such as medications, first aid supplies, and menstrual products. Elected funds are available in full upon plan year start. Funds at or below the IRS defined annual rollover maximum carry over to the next plan year. Unused funds at the end of the plan year above the IRS rollover maximum are forfeited. Employees not electing the High Deductible Health Plan may enroll.
- o The Dependent Care Reimbursement Account is for childcare expenses for children under age 13 or eligible adult dependents. Elected funds are available as contributions are made. No rollover of funds is permitted. Any unused funds at the end of the plan year are forfeited. May be combined with a Health Care Reimbursement FSA or an HSA.
- o Contributions are determined during initial and annual elections and may not be changed without a qualifying life event.

HSA EXPLAINED

A Health Savings Account, or HSA, is an account solely for those electing a high deductible health plan, or HDHP. This savings account allows you to set aside pre-tax dollars to be used for qualified medical expenses, which are defined by the IRS. The maximum annual contribution is set by the IRS. Employees own their HSA.

The City of Harrisonburg HSA is through:



WWW.HEALTHEQUITY.COM
866-735-8195

HOW DOES AN HSA WORK?

- o The City makes an annual contribution to the employee's Health Savings Account in accordance with the start of each fiscal year. The City's contribution amount is determined by health insurance coverage plan type (employee only vs. employee + dependents).
- o Contributions above the defined eligible balance may be invested.
- o Employees determine their contribution amounts and may update this amount once per month.
- o An HSA has no balance maximum and all unused funds rollover each year, remaining in the HSA until used.
- o Annual contribution limitation includes all deposits throughout the calendar year, including the City contribution amount.
- o Employees are required to adhere to IRS regulations regarding contribution maximums and fund usage.
- o Once enrolled in any part of Medicare, contributions to an HSA are no longer allowed.
- o Contributions to an HSA are only permitted during participation with an IRS qualified HDHP.

** Employees cannot carry a Health Care Reimbursement FSA and an HSA at the same time.*



INSURANCE RATES

HEALTH INSURANCE PREMIUMS: CITY PAYS 78% OF THE COST FOR HEALTHCARE

ALL INSURANCE PREMIUMS ARE DEDUCTED OVER 24 PAYS PER FISCAL YEAR (TWO PAYS PER MONTH)

*** RATES LISTED BELOW ARE THE EMPLOYEE PORTION ***

Anthem Health Insurance	PPO - KeyCare25			High Deductible Health Plan w/HSA		
	Per Pay	Monthly	Annual	Per Pay	Monthly	Annual
Employee Only	75.62	151.24	1,814.88	61.50	123.00	1,476.00
Employee & 1 Child	110.68	221.66	2,656.32	90.02	180.04	2,160.48
Employee & Children	157.85	315.70	3,788.40	128.39	256.78	3,081.36
Employee & Spouse	165.77	331.54	3,978.48	134.83	269.66	3,235.92
Family	233.06	466.12	5,593.44	189.56	379.12	4,549.44

Health Savings Account (HSA)

The City contributes to the employee's HSA account (ONLY AVAILABLE WITH A HIGH DEDUCTIBLE HEALTH PLAN) on a pro-rated basis during the first month of initial enrollment of coverage for the employee and annually each July, thereafter, in which the employee participates in the HDHP. The current annual City contribution is \$1,100 for Employee Only coverage and \$2,200 for Employee + 1 or Children/Family coverage. There is no minimum contribution requirement for the employee.

Anthem Blue View Vision Insurance (Voluntary Vision)

	Per Pay	Monthly	Annual
Employee Only	2.29	4.58	54.96
Employee & Children	4.58	9.16	109.92
Employee & Spouse	4.70	9.40	112.80
Family	6.82	13.64	163.68



THE CITY CONTRIBUTES \$156 ANNUALLY TO THE EMPLOYEE'S DENTAL PREMIUM

Guardian Dental Insurance	Low Option			High Option		
	Per Pay	Monthly	Annual	Per Pay	Monthly	Annual
Employee Only	8.09	16.18	194.16	15.44	30.88	370.56
Employee & Children	22.44	44.88	538.56	34.68	69.36	832.32
Employee & Spouse	22.80	45.60	547.20	35.19	70.38	844.56
Family	37.16	74.32	891.84	55.62	111.24	1,334.88

LIFE INSURANCE



1-800-441-2258

• Basic Group Life Insurance

- o Participation in life insurance is **automatic** upon full-time hire date.
- o Life insurance premiums paid 100% by the City of Harrisonburg.
- o Coverage equals 2 times base annual salary or 4 times, if deemed accidental (rounded to next highest thousand dollar).

• Optional Additional Group Life Insurance

- o Participation is **optional**.
- o Provides additional life insurance for employees, their spouse and/or children.
- o Employee pays full cost of premium.
- o Can apply for coverage between 1-times your rounded up annual salary and 8-times your rounded up annual salary.

Optional Group Life Insurance coverage is based on approval by the insurance company. Applicants are subject to requests for medical information, to possibly include requests for physician's review/appointment/physical. It is a term life plan.

Full Coverage Life Insurance with Long-Term Care Rider

CHUBB through Focus3Benefits

- o Life Insurance protection through age 120 with Long Term Care Rider.
- o Coverage available up to \$250,000 with up to 4% of death benefit available for Long Term Care if conditions are met.

** Not available during Initial Enrollment Period, coverage is offered periodically throughout the plan year.*

SHORT-TERM & LONG-TERM DISABILITY

• Short Term Disability

Full-time employees hired on or after January 1, 2014, are covered under a City-paid plan.

- o 12 month waiting period for non-work-related injuries/illnesses.
- o Benefits start on the 8th day of approved injuries/illnesses.
- o Eligible for income replacement up to 125 workdays. Percent of benefits increase with City tenure.

• Long Term Disability

All VRS Hybrid plan members are covered under this City-paid plan.

- o If approved, coverage begins after the 125 workday City-paid Short-Term Disability is exhausted.

• AFLAC Supplemental Insurances

Cancer insurance, accident insurance, short-term disability coverage with fewer than 12-month waiting period, critical care insurance, hospitalization insurance.

EMPLOYEE ASSISTANCE

Employee Assistance Program (EAP) services are available at no charge for all full-time employees and their household members. Some of those services are included below:

Anthem www.anthemead.com - 800-865-1044

Up to six counseling sessions per issue per year. Includes option of seeing a therapist or psychologist through LiveHealth Online.

Legal/Financial consultation: Assistance with legal/financial concerns such as criminal law, real estate issues, debt, bankruptcy, and more.

Child/Elder care resources and referrals: Resource information on a variety of child & elder care needs such as day care, preparing for college or retirement, and more.

Identity Theft Recovery is included as part of the EAP program and may be accessed via the EAP website.

Tobacco Cessation resource service, including an online educational and local resource information.

MyStrength: a unique & personal wellness program, providing online and mobile resources to promote emotional health.

PAID PARENTAL LEAVE

Provides eligible employees up to eight workweeks per year of paid parental leave following the birth of an employee's child or the placement of a child in connection with adoption or foster care. Each week of paid parental leave is compensated at 100 percent of the employee's regular, straight time weekly pay in their applicable hours. Contact HR for more.

HEALTH / VISION / DENTAL & INSURANCE BENEFITS

RETIREMENT PLANNING

• **Plan 1, Plan 2 & Hybrid Plan**

Participation required for all full-time employees and plan membership is determined by VRS.

- o Retirement premiums – City of Harrisonburg contributes a fixed amount set by VRS (this may change annually) and the employee contributes a minimum of 5% of their salary, as well.
- o Provides employees with benefits at retirement, upon disability, or upon death.
 - *NOTE - Hybrid plan does not provide disability retirement benefits as those participants are eligible for long-term disability, which provides income replacement until retirement eligibility.
- o Visit the VRS website or login to your personalized myVRS account at www.varetire.org for details on plans and full retirement benefit eligibility requirements.



www.varetire.org
1-888-827-3847

• **Deferred Compensation**

- o The City offers a Deferred Compensation Plan, which provides an additional source of retirement income. Contributions are made to the plan by payroll deductions.
 - Participation required for Hybrid members, as part of the Hybrid retirement plan.
 - Optional for Plan 1 and Plan 2 members.

***CONTACT HR FOR MORE INFORMATION ON DEFERRED COMPENSATION PROVIDERS!**

WE DON'T STOP SUPPORTING YOU JUST BECAUSE YOU RETIRE!

We recognize the contribution made by employees who retire after long-term service and the impact of the increasing cost of health insurance on their retirement incomes. That's why we work hard to provide benefits for these employees by allowing the employee and their spouse/dependents to remain under the City's group medical coverage and assisting the employee with the cost of premiums.

- o The City contributes to the payment of the health care premium at the rate of \$10 per month for each full year of consecutive full-time service with the City immediately prior to retirement, up to a maximum of \$350.00.
- o The contribution ceases for the retiree once retiree reaches age 65, or they become eligible for Medicare coverage.
- o The contribution/participation ceases for spouse/dependants if no longer eligible - reach age maximum (spouse - 65/Medicare; child - 26)
- o The employee is required to carry City-sponsored health coverage for at least 5 years, as well as have at least 15 years of continuous service/full-time employment, immediately prior to retirement.

EDUCATION ASSISTANCE

The City of Harrisonburg recognizes employee efforts to develop skills and enhance performance through the successful completion of certification or course work with an approved institution of higher education/vocational education. Speak to Human Resources for more information on how to participate in the Reimbursement Program.

- o Courses must be directly or reasonably related to the employee's job duties or to a position to which the employee could reasonably aspire to progress.
- o Regular full-time and regular part-time employees (working an average of 25 hours per week) are eligible for participation in the Education and Training Program after one year of service with the City.
- o Employees with 1-3 years of service are reimbursed for 75% of expenses to a maximum of \$500 per fiscal year.
- o Employees with more than 3 years of service are reimbursed for 100% of expenses to a maximum of \$1,000 per fiscal year.

How can Harrisonburg's Education Assistance help me?

Eligible expenses include tuition, fees, and books for the coursework requested.

**Documentation of receipts, paid invoices, or loan disbursement required for reimbursement.*

VACATION & PTO LEAVE

Vacation Leave	Years Of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Carry-Over Limits	Sick Leave
REGULAR EMPLOYEE	0 - 5 Years	8 Hours	96 Hours (12 Days)	192 Hours (24 Days)	10 Hours
	5 - 10 Years	10 Hours	120 Hours (15 Days)	240 Hours (30 Days)	
	10 - 15 Years	12 Hours	144 Hours (18 Days)	288 Hours (36 Days)	
	15 - 20 Years	14 Hours	168 Hours (21 Days)	336 Hours (42 Days)	
	20 and Above	16 Hours	192 Hours (24 Days)	384 Hours (48 Days)	
FIRE SUPPRESSION	0 - 5 Years	11 Hours	132 Hours (5.5 Days)	264 Hours (11 Days)	13 Hours
	5 - 10 Years	14 Hours	168 Hours (7 Days)	336 Hours (14 Days)	
	10 - 15 Years	16 Hours	192 Hours (8 Days)	384 Hours (16 Days)	
	15 - 20 Years	19 Hours	228 Hours (9.5 Days)	456 Hours (19 Days)	
	20 and Above	22 Hours	264 Hours (11 Days)	528 Hours (22 Days)	
SCHOOL BUS DRIVER/AIDE	0 - 5 Years	6 Hours	72 Hours	144 Hours	7.5 Hours
	5 - 10 Years	7.5 Hours	90 Hours	180 Hours	
	10 - 15 Years	9 Hours	108 Hours	216 Hours	
	15 - 20 Years	10.5 Hours	126 Hours	252 Hours	
	20 and Above	12 Hours	144 Hours	288 Hours	
PTO LEAVE	REGULAR EMPLOYEE	0 - 5 Years	12 Hours	144 Hours (18 Days)	216 Hours (27 Days)
		5 - 10 Years	14 Hours	168 Hours (21 Days)	252 Hours (31.5 Days)
		10 - 15 Years	16 Hours	192 Hours (24 Days)	288 Hours (36 Days)
		15 - 20 Years	18 Hours	216 Hours (27 Days)	324 Hours (40.5 Days)
		20 and Above	20 Hours	240 Hours (30 Days)	360 Hours (45 Days)
	FIRE SUPPRESSION	0 - 5 Years	15 Hours	180 Hours (7.5 Days)	270 Hours (11.25 Days)
		5 - 10 Years	18 Hours	216 Hours (9 Days)	324 Hours (13.5 Days)
		10 - 15 Years	21 Hours	252 Hours (10.5 Days)	378 Hours (15.75 Days)
		15 - 20 Years	23 Hours	276 Hours (11.5 Days)	414 Hours (17.25 Days)
		20 and Above	26 Hours	312 Hours (13 Days)	468 Hours (19.5 Days)
	SCHOOL BUS DRIVER/AIDE	0 - 5 Years	9 Hours	108 Hours	162 Hours
		5 - 10 Years	10.5 Hours	126 Hours	189 Hours
		10 - 15 Years	12 Hours	144 Hours	216 Hours
		15 - 20 Years	13.5 Hours	162 Hours	243 Hours
		20 and Above	15 Hours	180 Hours	270 Hours

The City of Harrisonburg offers vacation and sick leave to employees who were hired prior to January 1, 2014, and paid time off (PTO) to employees hired on or after January 1, 2014. Employees with PTO also have access to Short-Term Disability, which you can learn more about on Page 7.

LEAVE BENEFITS

HOLIDAYS

The City of Harrisonburg recognizes 15.5 holidays for regular, full-time City employees. Those holidays are:

- 1- NEW YEAR'S DAY**
- 2- MARTIN LUTHER KING, JR. DAY**
- 3- PRESIDENTS' DAY**
- 4- SPRING HOLIDAY**
- 5- MEMORIAL DAY**
- 6- JUNETEENTH**
- 7- INDEPENDENCE DAY**
- 8- LABOR DAY**
- 9- INDIGENOUS PEOPLES' DAY**
- 10 - ELECTION DAY**
- 11 - VETERANS DAY**
- 11.5 - (HALF) DAY BEFORE THANKSGIVING**
- 12.5 - THANKSGIVING**
- 13.5 - DAY AFTER THANKSGIVING**
- 14.5 - CHRISTMAS EVE**
- 15.5 - CHRISTMAS DAY**

** NOTE - Holiday pay & recognition may differ depending on the employee's position & required work schedule.*

ADDITIONAL BENEFITS

- **Discount Regal Cinemas Movie Tickets – never expire**

- o Available for purchase in Human Resources

- **Parks & Recreation Amenities**

- o Free annual pass to the Community Activities Center, Westover Pool, and Simms Center for all current regular full-time and part-time employees.

- o Regular full-time and part-time employees and their immediate family members can register for City programs through Parks & Recreation at the City resident rate and when registration opens to City residents.

- **Heritage Oaks Golf Course**

- o Season passes available for current regular full-time and part-time employees at the City resident rate.

- o Discounted daily play fees for regular full-time and part-time employees.

- **25 percent discount at the Rocktown Gift Shoppe at the Hardesty Higgins House**



- **TicketsatWork – www.ticketsatwork.com**

- o When signing up for the site, enter company code **HSBURGVA**.

- o Discounts available for travel, shopping, events, concerts, cruises, theme parks and more

- **Harrisonburg-Rockingham Chamber of Commerce Member-to-Member Card Discounts**

*Card must be present for discount at time of use. * Note - discounts subject to change by Chamber of Commerce*

- o **Ashby Animal Clinic** – 15% off services (excludes products, supplies, food, & medications)

- o **The Beauty Spa, LLC** - \$10 off \$100 or more on services and/or products

- o **Blue Ridge Buffet (at Massanutten Resort)** – 10% off

- o **Candlewood Suites** – 20% off best available rate

- o **Country Roads Audiology & Hearing Aid Center** – 10% discount on products

- o **Courtyard by Marriott** – 15% off Rack Rate

- o **Friendly City Food Co-Op, Inc.** - \$5 off a purchase of \$50 or more

- o **JMU Athletics** – Group rate available when purchasing JMU Athletic tickets in-person at the Convocation Center Ticket Office; Redeem select games in advance online or by phone

- o **Loomis Wealth Management, LLC** – Complimentary Portfolio Risk Analysis

- o **Marceline Vineyards** – Buy one get one free on all glasses or flights of wine at the vineyard

- o **The Reserve at Stone Port** - \$250 off first month's rent

- o **Shirley's Gourmet Popcorn** – 10% off a purchase of \$25 or more

- o **The Spa at Massanutten Resort** – 20% off spa services and merchandise

- o **Superior Concrete** – 10% off list price

- o **Timeless Toys** – 15% off total purchase

- o **Ugly Bug** - \$10 off general pest control



VALUES-FOCUSED LEADERSHIP

Our employees are guided by five City of Harrisonburg values:

- o Valued Employees – We celebrate each other for positive contributions and professionalism in public service.
- o Productive Communication – We transform service delivery by seeking out and implementing new ideas and improvement opportunities.
- o Winning Teamwork – We succeed by collaborating, actively participating, and putting the accomplishment of team goals before our own personal goals.
- o Progressive Innovation – We are highly effective due to willing and respectful exchange of ideas, opinions, and information.
- o Trusted Service – We demonstrate to our customers through our actions that we are friendly, dependable, and strive to understand their needs.



HR'S STRATEGIC PLAN

Human Resources has adopted a Strategic Plan for FY 2022-2026, consistent with the City Council's vision and priorities for the City's workforce. Key areas of focus include the following:

- o Employee Experience & Engagement
- o Organizational Learning & Development
- o Talent Attraction, Retention, & Succession + Total Rewards
- o Performance Measurement, Program Innovation, Technological Utilization, and Policy Formulation
- o Diversity, Equity, Inclusion, Accessibility, & Belonging



JOIN OUR TEAM!!!

We are proud to have an award-winning team in 17 City Departments, all committed to offering equitable governmental services to our citizens, visitors, and businesses. Our leadership team is focused on values and the high performance organization (HPO) model. If you think that you are guided by the same professional values, we would like to hear from you. There are also periodic volunteer and internship opportunities available.



SCAN THE QR CODE TO APPLY!