

# Benefits of Working for the Virginia Judicial System

## What does the Judicial System do?

The mission of Virginia's Judicial System is to provide a forum for the just resolution of disputes, to preserve the rule of law, and to protect all rights and liberties guaranteed by the US and Virginia constitutions. The components necessary to perform this function are a court system unified in its structure and administration, competent, judges and court personnel, and uniform rules of practice and procedure.

Virginia's Judicial system employs personnel in: the general district courts, the juvenile and domestic relations district courts, magistrate offices and the Office of the Executive Secretary. The general district court decides all criminal offenses involving ordinances, laws, and by-laws of the county or city where it is located, and all misdemeanors under state law. The juvenile and domestic relations district court handles cases involving juveniles, spousal support orders, foster care and entrustment agreements, and any court consent for certain medical treatments. Magistrates begin the legal process by serving as an immediate buffer between law enforcement and citizens and assist in resolving disputes between citizens. The Office of the Executive Secretary provides administrative assistance to the Supreme Court and all courts in the Judicial System.

## Why work for the Judicial System:

Working for the Judicial System offers a combination of benefits that you won't find in the private sector. The basic benefits include a retirement plan, short- and long-term disability coverage, group life insurance, state health insurance, annual leave and 12 state holidays.

## Benefits at a glance:

### Health Insurance -

- Our health plans are sponsored by leading providers in the health care industry such as Anthem, Kaiser Permanente (available in Northern Virginia only), Delta Dental, and Medco;
- All plans offer health, dental, prescription drug, and vision coverage (depending on plan chosen) with multiple coverage options;
- Our plans have the largest network of quality doctors and hospitals.

### Disability –

- The Virginia Sickness and Disability Program (VSDP) is provided by the Virginia Retirement System (VRS);
- Coverage for both short and long-term disability benefits provides between 60% and 100% income replacement;

- The program includes up to 80 hours of Sick Leave AND up to 40 hours of Family/Personal time per year depending upon years of service.

### **Retirement –**

- The Virginia Retirement System (VRS) is a employer funded defined benefit plan;
- Service credit is provided for each month you work in an eligible position and is counted toward a defined amount to be received at retirement;
- Employees can also participate in our deferred compensation plan with Great West Retirement Services;
- Our Deferred Compensation plan offers a “cash-match” of up to \$20 per pay period.

### **Time Off –**

- Full-time employees accrue annual leave at a rate of 4 hours per pay period (12 days per year);
- There are also 12 paid state holidays per year;
- Bonus days are awarded based on years of service with the court system.

“Virginia has the oldest judicial system in America. The judiciary is an indispensable and integral part of our democratic form of government. As John Marshall, a distinguished Virginian, stated: ‘The Judicial Department comes home in its effects to every [person’s] fireside: it passes on his property, his reputation, his life, his all.’ Virginia’s judiciary will continue to work hard to preserve the rights and freedoms that we as Virginians and Americans cherish, value, and enjoy.”

**Leroy Rountree Hassell, Sr.**  
**Chief Justice**

**For access to a list of employment opportunities and a state application, please visit  
Virginia’s Judicial System website at  
[www.courts.state.va.us](http://www.courts.state.va.us).**

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