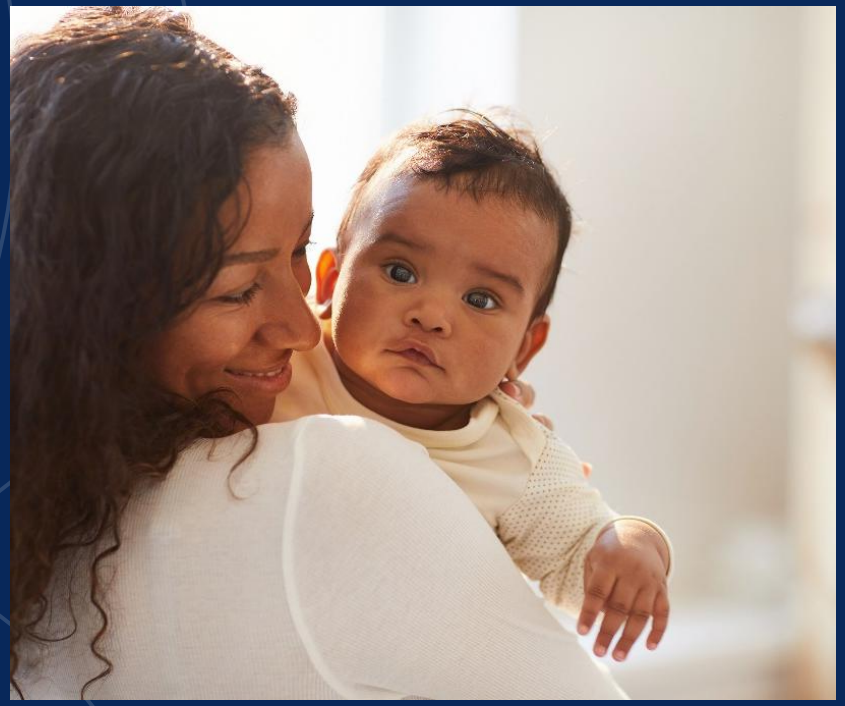
Virginia Paid Family Medical Leave

Virginia Municipal League

Bolton
BENEFITS & HR CONSULTING

Bolton & VML Partnership

- **Help Virginia employers:**
  - Evaluate proposals
  - Assess financial and operational impacts
  - Develop compliant leave strategies



Key Parameters

Benefit Amount

- 12 weeks
- 80% of average weekly wages
- minimum benefit of $100 per week

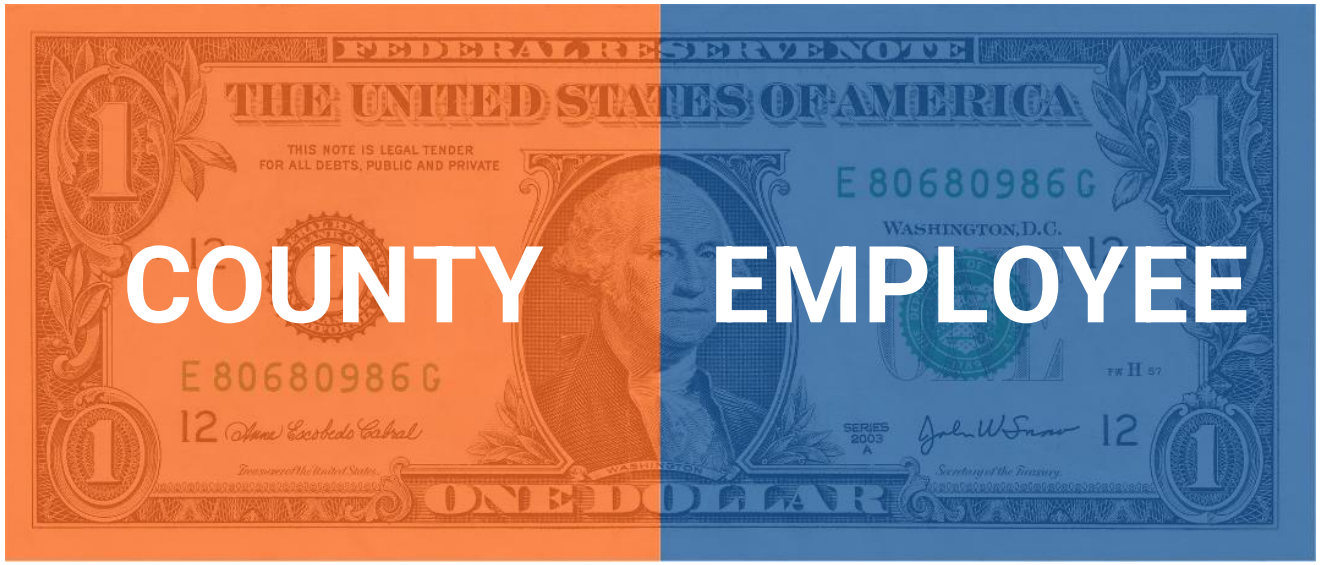
Triggering Events

- Welcoming a new child
- Caring for a family member, self, or military next of kin
- Attending to qualifying military exigencies
- Providing safety services

Who is a Family Member?



Splitting the Cost



Minimum 50%
of total contribution

Up to 50%
via payroll deduction

Three Ways to Comply



OPTION 1

State Plan

Automatic enrollment.
No say in the rate.



OPTION 2

Private Plan

Choose your carrier.
Shape the design.

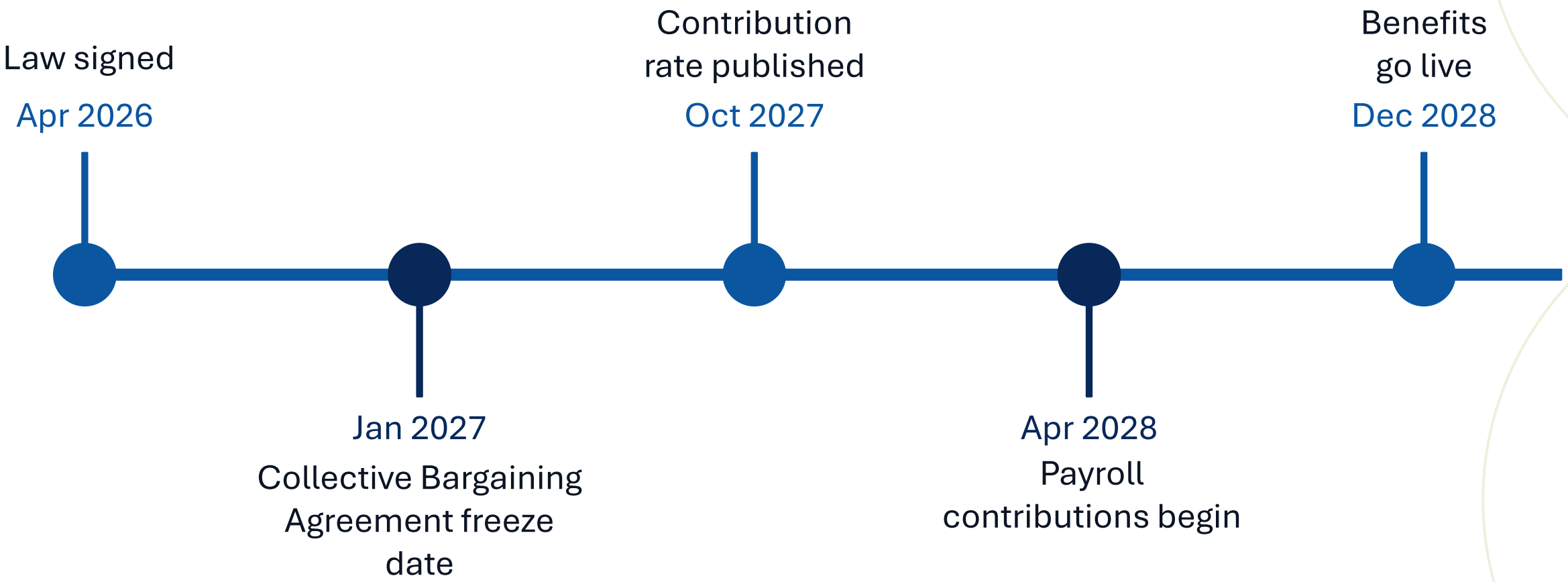


OPTION 3

Self-Insured

Full administrative control.
You hold the risk.

The Timeline



THANK YOU

2200 Wilson Blvd.
Suite 800
Arlington, VA 22201

443.990.6420

solutions@boltonusa.com

BoltonUSA.com

linkedin.com/company/boltonusa