

# Arlington County Government

# Description of Benefits



## Insurance

### **Health**

Offers the choice of four health plans: CIGNA's OAP, OAP IN Copay, and OAP IN Coinsurance plans; Kaiser's Signature HMO plan.

### **Dental**

Offers comprehensive dental insurance coverage through Delta Dental. The plan includes orthodontia coverage for children under age 19.

### **Life**

Provides you with coverage equal to one times your base salary, up to \$500,000, free of charge. You may buy additional coverage for yourself, spouse and children.

### **Disability**

Pays you 2/3 of your base pay, up to a weekly maximum of \$1,082 if you are absent for more than 90 days due to a disabling condition. Maximum coverage is one year.

## Flexible Spending Accounts

### **Medical**

Allows you to set aside up to \$2,650 per fiscal year on a pre-tax basis to pay for medical/dental/vision expenses not covered by the insurance plans.

### **Dependent Care**

Allows you to set aside up to \$5,000 per fiscal year on a pre-tax basis to pay for dependent care so that you may work. The County will reimburse you for 50% of your election, up to \$500, to help defray your expenses.

### **Parking**

Allows you to set aside up to \$260 per month pre-tax money to pay for parking, other than payroll deducted parking.

## Retirement Plans and DROP

### **Defined Benefit (Pension)**

Provides you a monthly retirement benefit based on your final average salary and years of service with the County. You contribute a portion of your salary on a pre-tax basis to this plan and are vested with five years of service. General employees contribute 4% and uniformed public safety contribute 7.5% of salary.

### **401A Defined Contribution**

Provides a third retirement plan for the County to allocate contributions on your behalf. The County contributes an amount equal to 4.2% of your pay for General employees. The County also matches your 457 contribution, up to \$20/pay.

### **457 Deferred Compensation & 457 Roth**

Allows you to set aside a total of \$18,500 for retirement — either pre-tax funds (deferred compensation) or post-tax funds (Roth) or a combination of the two. (Employees over age 50 or within 3 years of retirement may contribute more.)

### **DROP (Deferred Retirement Option Program)**

Provides you with the option to continue working, enjoying active employee benefits, and to collect your monthly retirement into a fourth retirement account. (You must be eligible for normal or unreduced retirement to participate and you must retire after 3 years in the program).

## Commuting Benefits

### **Metro/Mass Transit**

Provides a 80% pre-tax subsidy up to \$180 per month for an employee's mass transit commuting expenses.

### **Walk or Bike to Work**

Pays \$35/month to employees who use a non-motorized form of transportation to get to work.

## Parking

If you park in a County lot, parking expenses are withheld from your paycheck on a pre-tax basis.

## Location Pay

The County provides Location Pay of \$80 per month if you work in the Rosslyn/Courthouse/ Ballston corridor.

## Leave

**Vacation:** Full-time permanent employees earn vacation based on years of service, starting at 13 days per year up to 26 days per year (pro-rated for part-time staff).

**Sick:** Full-time permanent employees 13 days of sick leave per year (pro-rated for part-time staff).

**Paid Parental Leave:** Employees who are primary caregivers and FMLA-eligible receive 4 weeks of paid leave for birth or adoption of child (prorated for part-time staff).

**Holidays:** The County provides 10 fixed holidays and one floating holiday.

## Learning Opportunities

### **County Courses**

Provides opportunity to learn a variety of skills (during work hours) and free of charge.

**HealthSmart Classes** - Offers classes to encourage healthy lifestyles and to address various health and wellness issues.

### **Tuition Reimbursement**

Employees may be reimbursed up to \$1,900 for tuition expenses for an accredited university or for classes that are related to your current job or help you attain skills to qualify for another County job.

## Additional Benefits

### **Live Where You Work Grants**

Offers eligible employees financial assistance to rent or purchase a home in Arlington.

### **Vision Care**

Provides discounts on eye exams, glasses, and contacts at certain providers.

### **HealthSmart Wellness Clinic**

The onsite clinic at Courthouse Plaza offer convenient access to health services at no cost to the employee.

### **Parks and Recreational Programs**

Grants access to summer camp and Barcroft & TJ gyms at the County-resident rate.

**Adoption Assistance:** Employees may receive up to \$5,000 reimbursement for qualified adoption expenses.

### **Employee Assistance Program, "EAP"**

Provides a confidential environment for employees and their family members to discuss any work or non-work related issues.

### **CollegeAmerica 529 Savings Plan**

Provides a mechanism for employees to save for college expenses, while having the earnings grow tax-deferred.

### **Day Care**

County employees are eligible to receive a 25% discount at a local day care facility located at Lee Highway and North Uhle Street.

### **Arlington Community Federal Credit Union**

Allows County employees to join the community credit union.

**Note:** When you retire from Arlington County Government, you and your eligible dependents may continue participating in the health, dental, life, and vision benefits offered through the County.