

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. There is a standard level of coverage and a premium level of coverage

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.

Retiree Insurance

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.

Disability

Pays you 2/3 of your base pay, up to a biweekly maximum of \$2,164 if you are absent for more than 90 days due to a disabling condition. Maximum coverage is one year.

FLEXIBLE SPENDING ACCOUNTS

Health Care

Allows you to set aside up to \$2,750 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 \$1,000, to help defray your expenses.

Parking

Allows you to set aside up to \$265 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 \$19,500 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 (\$110 for uniformed police and sheriff employees) if you work in the Rosslyn/Courthouse/ Ballston corridor.

LEAVE

Vacation: Full-time permanent employees earn

vacation based on years of service, starting at 16.25 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 FMLA-eligible receive 6 weeks of paid leave for birth or adoption of child (prorated for part-time staff).

Holidays: The County provides 10 fixed holidays and 2 floating holidays.

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.

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. (Wait list in place.)

Arlington Community Federal Credit Union

Allows County employees to join the community credit union.