

# SUMMARY OF BENEFITS

## INSURANCE

### **Health**

Offers the choice of four health plans: CIGNA's Choice +HSA, 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 an enhanced 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, if you are absent for more than 90 days due to a disabling condition. Maximum coverage is one year.

## FLEXIBLE SPENDING ACCOUNTS (FSA)

### **Health Care**

Allows you to set aside up to \$3,300 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 \$2,000 to help defray your expenses.

### **Parking**

Allows you to set aside up to \$325 per month on a pre-tax basis to pay for work-related commuter parking that is not at a County facility.

## 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 hired after January 1, 2025, who are not in a collective bargaining unit, contribute 2.5% of base pay. All other general employees contribute 4%; Uniformed public safety contribute 7.5% of base pay.

### **401A Defined Contribution**

Provides a third retirement plan for the County to allocate contributions on your behalf. For general employees hired after January 1, 2025, who are not in a collective bargaining unit, the County contributes an amount equal to 7.5% of your base pay.

All other general employees receive an amount equal to 4.2% of base pay. The County also matches your 457 contribution, up to \$20/pay and puts the money in this account.

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

Allows you to set aside a total of \$23,500 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, to enjoy 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 4 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.

## 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 receive 14 weeks of paid leave for birth or adoption of child (prorated for part-time staff).

### **Family Leave**

10 days of additional leave for employees on approved FMLA to care for a child, spouse, or parent (pro-rated for part-time staff).

### **Holidays**

The County provides 11 fixed holidays and 2 floating holidays.

### **Bereavement**

Two days of bereavement leave per fiscal year

## 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 \$2,500 for tuition expenses for college-credit classes from an accredited university.

## 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.

### **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.