

Summary of Benefits

INSURANCE

Health

Offers the choice of four health plans: CIGNA's My 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 \$3,200 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 \$23,000 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.

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 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.

Adoption Assistance: Employees may receive up to \$9,000 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.