



Fairfax County Government

Benefits Built for You



Fairfax County Government is committed to our employees. Through LiveWell and the Benefits Division, we endeavor to offer competitive benefits that support total wellbeing and cultivate a culture that empowers, educates, and engages. Our programs support a holistic approach to physical, mental, emotional, social, spiritual, and financial wellness.

Health

Medical - Eligible employees can choose from four available plans that offer comprehensive medical and prescription drug coverage, zero-cost preventive care, when performed by an in-network physician, a Wellbeing Incentive Rewards Program, Health Coaching, and more. Part-time rates available for employees in positions that qualify.

Vision - Bundled with a medical plan selection, our Vision Care Program provides \$0 co-pay preventive eye exams and covers both glasses and contacts annually.

Dental - This benefit is offered through Delta Dental of Virginia and provides access to two national networks.

Flexible Spending Accounts - These accounts allow you to set aside a portion of your salary on a pre-tax basis to pay for qualified medical and dependent care expenses.

Retiree Health Benefits - Employees who retire from Fairfax County Government are eligible to maintain their benefits. Medical, dental, vision, and life insurance options are lifetime benefits for those who qualify.

Financial

Defined Benefit (Pension) - The FCG Retirement Systems was established to help provide retired employees with a continued financial benefit. Employees contribute a portion of their salary on a pre-tax basis with an ultimate allowance based on the qualified retiree's final average salary and years of service. Employees must have five years of service to be vested in this program which can provide a monthly payment for life.

Deferred Compensation (457 Plan) - This plan was designed to complement the Defined Benefit Plan and to help employees realize a financially secure and rewarding retirement. The 457 Plan managed by T. Rowe Price offers the opportunity to save a portion of wages on a pre- or post-tax (ROTH) basis. Plan design features include a wide range of investment options with differing levels of risk and return, financial planning services, and self-directed brokerage arrangements.

Life - FCG provides life insurance coverage equal to one times your base salary for eligible employees. Options are available to elect additional coverage for you and your dependents.

Long Term Disability - Income replacement insurance that provides 60% of your basic earnings after 60 days of incapacity.

Health Savings Accounts (HSAs) - Employees enrolled in any eligible medical plan can make pre-tax contributions to these investment-focused accounts. Participants receive an employer contribution to kick-off your savings!





Work-Life Balance

At Fairfax County Government, our focus on work-life balance provides both financial compensation and flexibility for family, professional, and personal needs. Our leave programs, along with flexible scheduling, remote telework, and rotating shifts, when feasible, ensure we foster a flexible workplace while providing efficient and effective services. Just a few of the leave options offered include:

- 13+ Holidays per year
- Annual Leave (*up to 26 days per year*)
- Volunteer Leave
- Sick Leave (*up to 13 days per year*)
- Paid Family Leave (*up to 6 weeks*)
- Bereavement Leave
- Civil and Military Leave
- Education Leave
- Transferred Leave Program

Watch our Leave Overview Video here: <https://www.fairfaxcounty.gov/hr/fairfax-county-benefits-summary>.



Work hard. Play hard. Live well. Fairfax County's award winning workforce wellness program, LiveWell, helps you and your family stay well. The LiveWell Team believes staying healthy doesn't have to be boring and that small steps lead to big rewards.

- MotivateMe, Total Wellbeing Incentive Rewards.
- Fairfax County RECenter Discounts.
- Wellbeing workshops offered include fitness classes and challenges; healthy eating and cooking demonstrations; resiliency and self-care; financial education; and communal events for co-workers and families.
- Onsite injury assessments, biometric screenings, and flu shots for employees.
- Special Events including Employee Field & Fitness Day, Mind + Body Fitness Fest, The Parenthood Event, The County Exec Trek, Special Weeks of Events, and more.

Additional Benefits

Continuous Learning Opportunities - Options for education and self-development including Tuition Assistance Program, Mentoring Program, Leadership Fairfax, Toastmasters and an extensive catalog of onsite and online training.

Employee Assistance Program (EAP) - Free and confidential services available for all employees and members of their household. Services include short-term counseling, legal, financial, and work-life referral services. Two dedicated on-site counselors are available to employees for convenient access to private counseling.

Employee Child Care Center - Child care programs for children 6 weeks to 5 years of age who have one parent working a minimum of 20 hours per week with Fairfax County Government.

Employee Commuter Benefit Program - Reduces commuting expenses for work-related travel with a subsidy of up to \$120 per month for transportation by bus, rail, or vanpool.

