



Summary of Benefits

Regular Full-time Employees

PAID LEAVE

- Vacation**

Vacation Days Per Year	Service Years
13	0 < 3 years
19½	3 < 15 years
26	15+ years

- Sick Leave** – 13 days per year for you and/or your household dependent’s illness and care.

- Holidays**

JAN	New Year’s Day	Inauguration Day	Martin Luther King Day
FEB	Presidents’ Day		
MAY	Memorial Day		
JULY	Independence Day		
SEPT	Labor Day		
OCT	Columbus Day		
NOV	Veterans’ Day	Thanksgiving Day	Day After Thanksgiving
DEC	Christmas Eve 1/2 Day	Christmas Day	
Plus one Discretionary Holiday to be taken during the calendar year.			

INSURANCE

- Health/Dental** (effective 1st day of the next month if hired between the 1st-15th or 1st day of the second month if hired between the 16th-31st.)

Coverage Type	Total Premium/Month	Employee Cost/Month*
Employee	\$731.08	\$93.58
Employee+1	\$1,462.22	\$311.45
Family	\$2,032.76	\$432.98
Includes medical/dental/vision/Rx		

- Life** (effective dates same as health.)

Coverage Type	Employee Cost/Month
Basic 2 x Salary	None
Supplemental 1-5 x Salary	Age-banded rates
Dependent spouse/child	\$3.00

- Long-Term Disability** (effective after 36 months of employment; pays 66.7% of base pay at no cost to employee.)

- Voluntary Long-Term Care** (employee costs vary based on age and level of coverage selected.)

*Employee-paid premiums and contributions are deducted on a pre-tax basis.

RETIREMENT

Plan	Participation	Employee Contribution	Type of Plan
Fairfax Water Retirement Plan	mandatory	0	Defined Benefit Pension Plan
ICMA 457 Plan	voluntary	up to \$17,000/year*	Deferred Compensation Plan

ADDITIONAL BENEFITS

- **Tuition Reimbursement**: for approved and successfully completed college courses, with an annual dollar limit equal to the cost of 9 undergraduate semester hours at George Mason University (currently \$3,400 for the 2011-2012 academic year.)
- **Professional Development**: reimbursement of approved attendance at professional conferences and seminars.
- **Child/Adult Care Reimbursement**: annual subsidy for licensed child/adult care, ranging from \$800 - \$4,000 for employees with household incomes under \$60,000.
- **Flexible Spending Accounts***: employee contribution of up to \$5,000 per year in a Medical and/or Dependent account for qualified medical and child care expenses.
- **Holiday Parties and Picnics**

PAY INFORMATION

- **Frequency**: bi-weekly on Thursday.
- **Direct Deposit of Pay**
- **Membership available in the Fairfax County Employee Credit Union**

Fairfax Water is committed to providing comprehensive benefits to our employees and their eligible dependents, as well as opportunity for continued education and professional development.

This review is intended to be a brief summary of the major benefits provided by Fairfax Water. In all instances, plan documents and policies govern the eligibility and administration of each benefit plan.

*Employee-paid premiums and contributions are deducted on a pre-tax basis.