



Fairfax-Falls Church Community Services Board

Benefits Built for You

Fairfax County-Falls Church Community Services Board (CSB) is committed to our employees. Through LiveWell and the Fairfax County 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.

Specialties

License/Certification Reimbursement -

Reimbursement for job required licenses and/or certifications once per year.

Supervision Incentives - Opportunities for no-cost clinical licensure supervision. Stipends for individuals providing licensure supervision.

Foreign Language Stipend - Bi-lingual employees are eligible to apply for a foreign language skills stipend for up to \$1,300/year.

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.

Sign-On Bonuses include, but are not limited to:

Behavioral Health Senior Clinician or Specialist II
\$2,500

Developmental Disability Specialist II (Support Coordinators Only)
\$5,000

Nurse (BHN and LPN)
\$10,000

Crisis Intervention Specialist
\$10,000



Financial

Defined Benefit (Pension) - 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) - Designed to complement the Defined Benefit Plan and managed by T. Rowe Price offers the opportunity to save a portion of wages on a pre- and post-tax (ROTH) basis.

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!

• Additional Benefits •

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

MotivateMe, Total Wellbeing Incentive Rewards

Fairfax County RECenter Discounts

Workshops, injury assessments, biometric screenings, and flu shots

Continuous Learning Opportunities

Employee Assistance Program (EAP)

Employee Child Care Center

Employee Commuter Benefit Program

Transferred Leave Program

This is an overview. For eligibility requirements and details about the programs offered, contact the Department of Human Resources or visit www.fairfaxcounty.gov. Fairfax County Government reserves the right to change or discontinue plans, programs, and policies at any time.

