

Benefits Eligibility		Employee Assistance Program	Non-discretionary Benefits			Optional Benefits					
			Defined Benefit/Pension Benefits	Basic Group Term Life with AD&D	Sick/Annual Leave	Medical/Vision/Dental	Health Savings Accounts	Flexible Spending Accounts	Optional & Dependent Life	Long Term Disability benefits	Defined Contribution Plan (457b)
Fairfax County Government	General Merit, Full-Time employees (Elected, Appointed)	All Employees Eligible for EAP along with members of their households	Fairfax County Employees' Retirement System, Police Officers Retirement System, or Uniformed Retirement System	100% Employer paid	<b>Annual Leave</b> - Accrual based on years of service 13 days to a maximum of 26 days per year.	Employee and Employer shared cost	Employee and Employer contributions	100% Employee paid	100% Employee Paid	100% Employee Paid	100% Employee Paid
	Employer and Employee shared costs		Benefit = 1x Annual Salary	<b>Sick Leave</b> - Accrue 13 Days of sick leave per year.	<b>Medical</b> <i>(Includes Vision)</i> <b>Dental</b>						
	<i>Enrollment not automatic for Elected Officials</i>			<i>Elected Officials are not eligible to accrue leave</i>		Dependent Life: Three enrollment options	60 Day Waiting Period	<i>Enrollment not automatic for Elected Officials</i>			
	General Merit, Part-Time employees		General Merit employees working fewer than 2,080 hours per year and are benefits eligible		<b>For PT Merit</b> - Earned on a pro-rated basis. Must work a minimum of 40 hours per pay period earn annual/sick leave.						
Non-Merit Benefit Eligible	Part time employees working between 1,040 and 1,560 hours annually and are benefits eligible		Not eligible	Not eligible	Emergency and Administrative Leave Only	Employee and Employer shared cost <b>Medical</b> <i>(Includes Vision)</i> <b>Dental</b>	Employee and Employer contributions	100% Employee paid	Not eligible	Not eligible	Eligible but enrollment is not automatic
Temporary employees	Part time employees working fewer than 900 hours annually and not eligible for benefits with the exception of the Employee Assistance Program		Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible

Please note, enrollment is not automatically terminated for some benefits when an employee experiences a status change. Contact the Benefits Division to make these changes.