



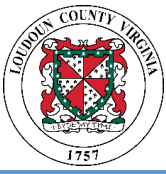
BENEFITS SUMMARY SHEET

This is a brief description of Loudoun County Government's comprehensive benefits package for eligible employees. The intent of this sheet is to provide a high level summary of benefits. It does not provide a full description nor is a guarantee of benefits. For additional information, please contact Human Resources.

Teamwork. Community. Innovation.



BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Medical Insurance¹ (including prescription coverage)	<ul style="list-style-type: none"> • Cigna Point of Service (POS) • Cigna Open Access Plus (OAP) • Cigna Consumer Drive Health Plan - Health Savings Account (HSA) • Cigna Consumer Driven Health Plan - Health Reimbursement Arrangement (HRA) 	<ul style="list-style-type: none"> • POS: 85% - 75% Employee Only – Family Coverage² • OAP: 92% - 77% Employee Only – Family Coverage² • HSA/HRA: 95% - 82% Employee Only – Family Coverage²
Dental/Vision Coverage	Bundled coverage through Delta Dental and Davis Vision.	85% - 75% Employees Only – Family Coverage ²
Flexible Spending Accounts (FSA)	Medical FSA Dependent Care Spending Account	Up to \$1,000 County match ^{2,4}
Wellness Program	Award winning health, fitness, and nutrition-based activities.	Most activities are free to participate. For employees enrolled in one of the Cigna plans, you may receive cash bonus reward for participating in the annual wellness challenge.
Life Insurance	County provides life insurance coverage for eligible employees at two times the employee's salary with an additional two times salary for accidental death and dismemberment.	100%
Disability Insurance	Core short- and long- term disability benefit provides 60% of monthly salary.	100%
Retirement Plan	Pension benefits include a defined benefit plan or a hybrid defined benefit and defined contribution plan for eligible employees.	11.65% of employee salary for FY 2021 & FY 2022. Employees contribute 5% of their monthly salary.
Deferred Compensation Plan	Pre-tax payroll deductions to an ICMA-RC administered account with multiple investment options.	Employee contribution with a County match up to \$20 per pay period.
Payroll Roth IRA	Post-tax payroll deduction to an ICMA-RC administered account with multiple investment options.	Employee-paid
Leave Policy	Employees will accrue up to 12 days per year of annual leave and 12 days sick leave. ³	100%



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Holidays	The County recognizes 13½ paid holidays per year including one floating holiday.	100%
Employee Assistance Program (EAP)	Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues; also provides referral for a variety of issues.	100%
Tuition Reimbursement	Tuition reimbursement upon completion of college course and receipt of grades.	Up to \$2,500 each fiscal year
Certification Program	Employees who earn a job/department related certification may receive one-time payment.	2.5% base salary lump sum payment
Education Increase	Employees may receive an additional 5% base salary increase upon graduation from an accredited college with a Bachelor's or higher level degree in a field related to their job.	5% base salary increase
VA Prepaid Education Program	Save for children's college education through payroll deductions.	Tax-free / Employee-paid
Long Term Care	Long term care insurance helps pay for care and service expenses related to a long term care event.	Discounted group rates; Employee-paid
Exceptional Performance Awards	Department directors may recognize exceptional performance of individuals and teams with additional time off or a monetary award.	Up to \$2,500
Loudoun Credit Union	All employees are eligible for membership.	
Career Development	Loudoun County offers multiple programs and workshops to engage employees in career development and training.	100%
Discounts	Discounts for restaurants, gym memberships, phone services, and much more!	Discounts vary

¹Loudoun County offers all regular (full-time and part-time) and full-time long-term temporary County employees comprehensive health care coverage. Employees can choose between four affordable health plan options and may cover eligible dependents. The County cost share of health plan rates is dependent upon the plan and whether an employee is enrolled as individual only, employee plus one, or family coverage.

²Based upon employees who are scheduled to work at least 30 hours per week.

³Annual / sick leave and paid holidays are prorated depending on the employee's scheduled hours.

⁴Temporary employees are not eligible for the dependent care County match.