

Desperation is sometimes as powerful an inspirer as genius. ~ Benjamin Disraeli

Today's Top Three Things to Know:

1. Job Matching Program

Departments needing support can request the temporary and informal re-assignment of personnel by working with their HR Manger to complete the Job Matching Program Request form. The form includes options to request support AND to offer support. Consider the Job Match Program if you:

- a. Are experiencing a need for additional support within your department
- b. Are experiencing a lack of work (perhaps due to facility closure) and looking for another opportunity.

2. A Message to Fairfax County Retirement System Members

With all that is going on in the world right now, you may be concerned about your retirement benefits. There are a number of reasons why your retirement benefits are still safe.

- a. **You Have a Defined Benefit Retirement Plan:** Each of the County's three retirement systems (Employee; Police and Uniformed), unlike many private sector defined CONTRIBUTION 401/IRA retirement plans, are defined BENEFIT retirement systems which means your benefit is guaranteed.
- b. **Your Retirement Plan is Pre-Funded:** Unlike the Social Security system, Fairfax County's three retirement systems are PRE-funded. This means that money has been set aside and investment earnings have accrued over many years to ensure that money is on hand to pay benefits to retirees.
- c. **The County Has Demonstrated a Commitment to Funding Retirement Benefits:** The County has significantly increased its contributions to all three systems since the Great Recession and has made changes in its funding policy to ensure that the systems are funded as required each year.
- d. **The Systems' Investments are Well Diversified:** By design, all three retirement systems' investment portfolios are constructed specifically to limit losses when the markets are down. This is done by spreading investments across a diverse set of investments, not just in stocks and bonds.

3. Options for Employees After L202

As employees approach the end of the Administrative Leave – Pandemic (L202) leave period, they should consider the options below. **More guidance will be available tomorrow.**

- a. Complete the [EFML/EPFL Request form](#) and provide required paperwork to department HR staff.
- b. [Guidance on Admin Leave-Pandemic \(L202\), EFML and EPFL](#) and [Guidance for Use of EFML and EPFL](#)
- c. Telework (if possible)
- d. Job Match Program (see #1 above)
- e. Code personal leave following your department's leave request guidelines.
- f. Unemployment: [Virginia Employment Commission](#) website; [Coronavirus FAQs](#) - search "unemployment"

Information and Resources:

- [Coronavirus Information for Employees](#) website
- [Fairfax County Emergency](#) blog
- [Fairfax County Health Dept](#) website
- [Centers for Disease Control](#) website; [Face Covering Guidance](#); [Make Your Own Face Cover](#)
- [Department of Labor](#) (<https://www.dol.gov/agencies/whd/pandemic>) Info on FFCRA
- [Employee U](#): Register for training through Employee U to ensure proper access to virtual sessions.
- [BurnAlong](#) Fitness & Wellness app (Sign up for FREE by using your county email address.)