

**City of Alexandria, Virginia**  
**FY 2023 Proposed Operating Budget & CIP**  
**Budget Questions & Answers**

**April 18, 2022**

**Question:** Can we get a list of benefits City employees are eligible for?

**Response:**

City of Alexandria employees are eligible for the following standard benefits:

- Health Insurance
- Life and Accidental Death and Dismemberment Insurance
- Long Term Disability Insurance (excluding sworn personnel)
- Flexible Spending Accounts
- Paid Annual and Sick Leave
- Paid Parental Leave
- Paid City Holidays
- Employee Assistance Program

City employees are also eligible for the below voluntary benefits:

- Dental Insurance
- Vision Insurance
- Supplemental Life and Dependent Life Insurance
- Long Term Care Insurance
- Sick Leave Bank

In addition to the above benefits, The City provides several defined benefit pension plans that provide lifetime income to its employees at retirement. General Schedule employees, Deputy Sheriffs, Medics and Fire Marshals participate in the Commonwealth of Virginia's VRS plans as well as the City's Supplemental Retirement Plan. Firefighters and Police Officers participate in the Firefighters and Police Officers Pension Plan. In addition to the pension plans, City employees can elect to contribute into the City's 457 deferred compensation and Roth IRA plans.

The State mandated and administered Line of Duty Act (LODA) program provides benefits disability, death, and health benefits to eligible City employees who hold specific hazardous duty positions that include sworn Police Department, Fire Department, and Sheriff's Office personnel. The State statute requires that the City pays the full cost of benefits for eligible public safety employees who die or become disabled in the line of duty. Health coverage is provided to the disabled employee, their surviving spouse, and dependent children.

A comprehensive overview of these City employee benefits is available on the City of Alexandria [website](http://alexandriava.gov/human-resources/city-employee-benefits) (alexandriava.gov/human-resources/city-employee-benefits). A printable version of the City Employee Benefits resource webpage is included in the attachment. Additional information about City

employee benefits can also be found in the Personnel & Compensation Summary of the [budget document](#).

A New Employee Orientation is offered monthly for new City employees, during which new employees are provided a walk through the benefits that are available to them.

Attachment: Printable City employee benefits summary webpage