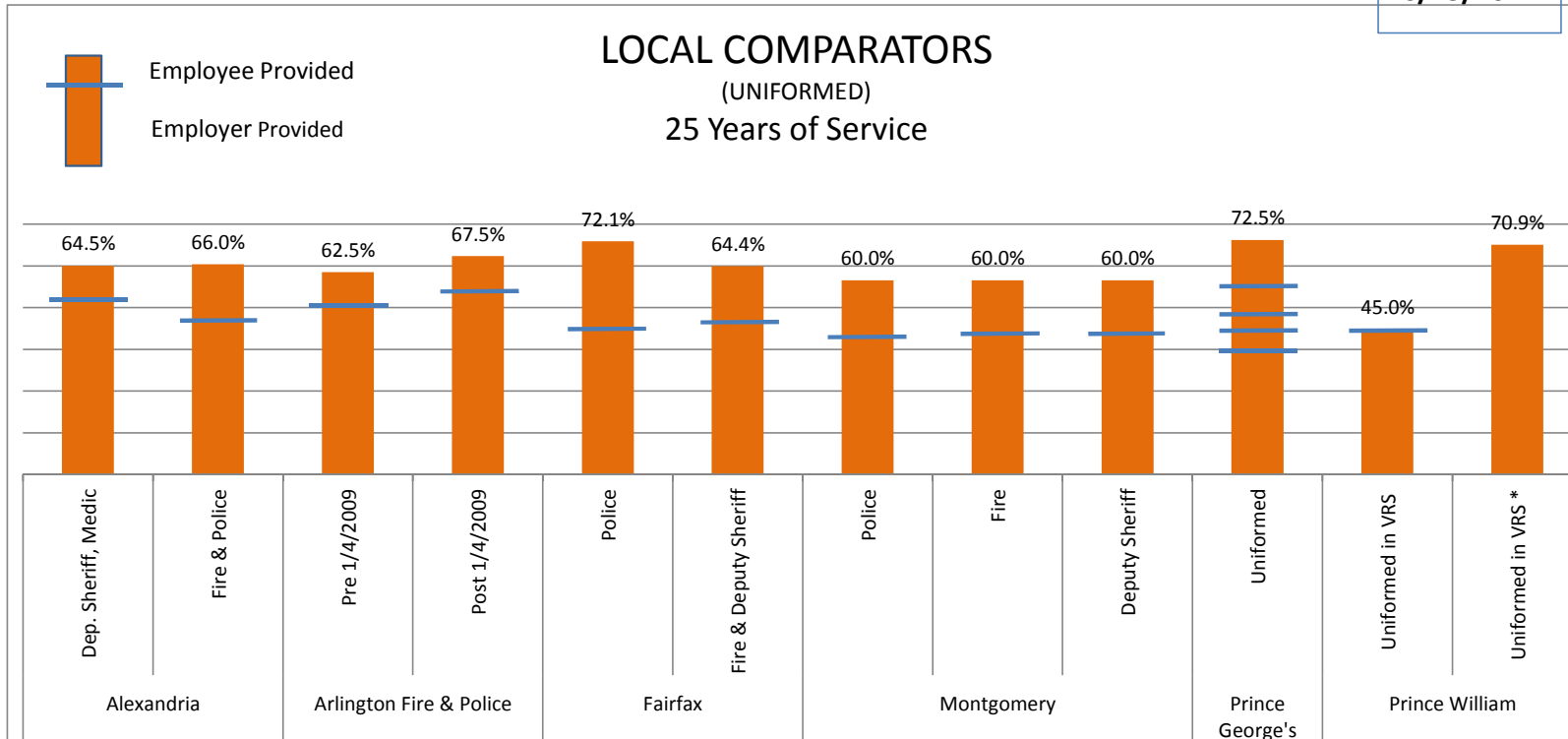


The chart below is to capture the payout of local public pension plans.

It is meant as a starting point and does not include all relevant considerations. See notes below.

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3(c)
6/15/2011



NOTES:

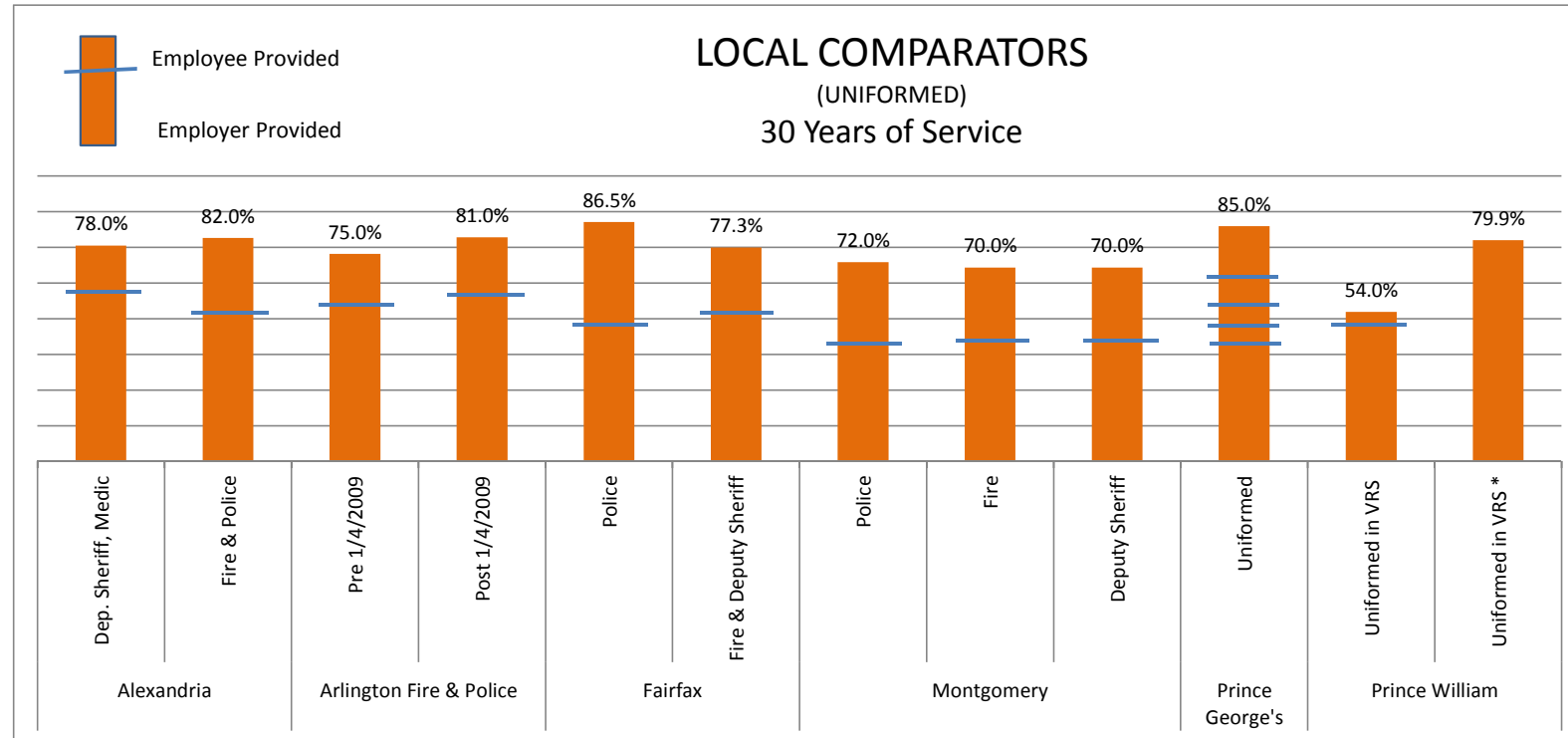
- A Percentage is benefit divided by average earnings (not final earnings)
- B Inclusion of overtime, annual leave & sick leave cashouts, shift differentials, etc. will vary by plan (Alexandria does not include these).
- C Employee contributions vary from 0% to 13% of salary.
- D The above reflects defined benefits only. The Alexandria Deputy Sheriffs, (etc.) have received contributions of 0% - 14% in a defined contribution plan.
- E The above is the accrued benefit payable at normal retirement date, if members retire prior to that date an early retirement factor may be applicable.
- F Salary schedules vary by jurisdiction. People with the same final salary may not have the same salary pattern resulting in different final average salaries.
- G Cost of living adjustments are not reflected. **Initial value** may not fully reflect **total value** over the retirement lifetime.
- H Some retirement plans have subsidized benefits such as joint and survivor benefits or early retirement factors. That is not reflected above.
- I For more details on the benefits of the above please see handout 4(a) Local Comparators from the April 27, 2011 meeting.
- J The above reflects pension benefits and not total compensation and benefits.
- K For P.W. County the Supplemental benefit is paid for 15 years and the VRS Supplemental Benefit is paid until Social Security Normal Retirement Age.
- L The above assumes a standard benefit form, options such as the joint and survivor benefit will reduce the above.
- M See Page 5 for methods used to derive value of employee contributions.
- N Prince William VRS* includes VRS Hazardous Duty Supplement + PWC Supplement payable for 15 years.

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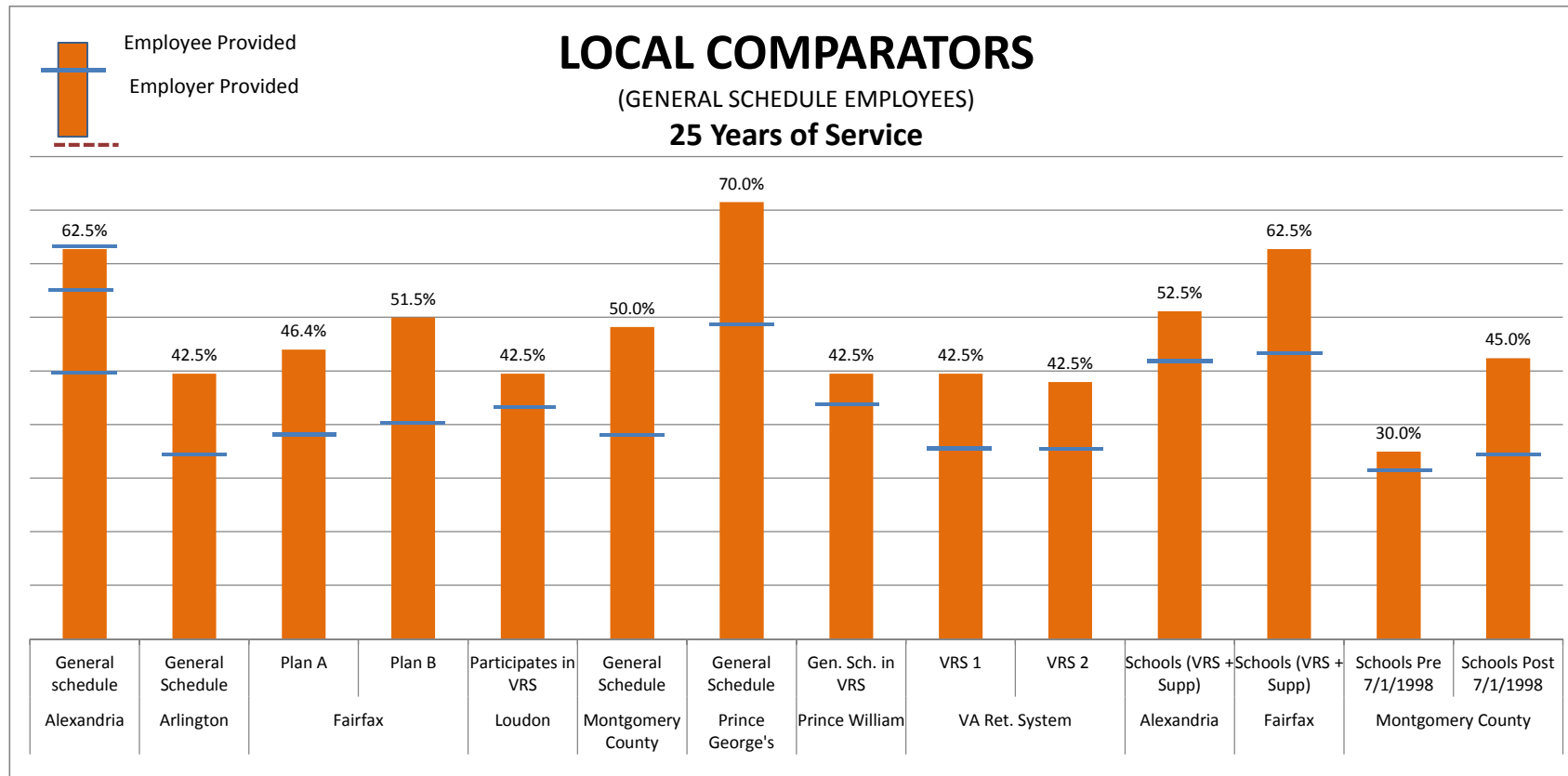
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The chart below is to capture the payout of local public pension plans.

DRAFT

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NOTES: ----- Depicts the value of the defined benefit accruals plus the defined contribution plan

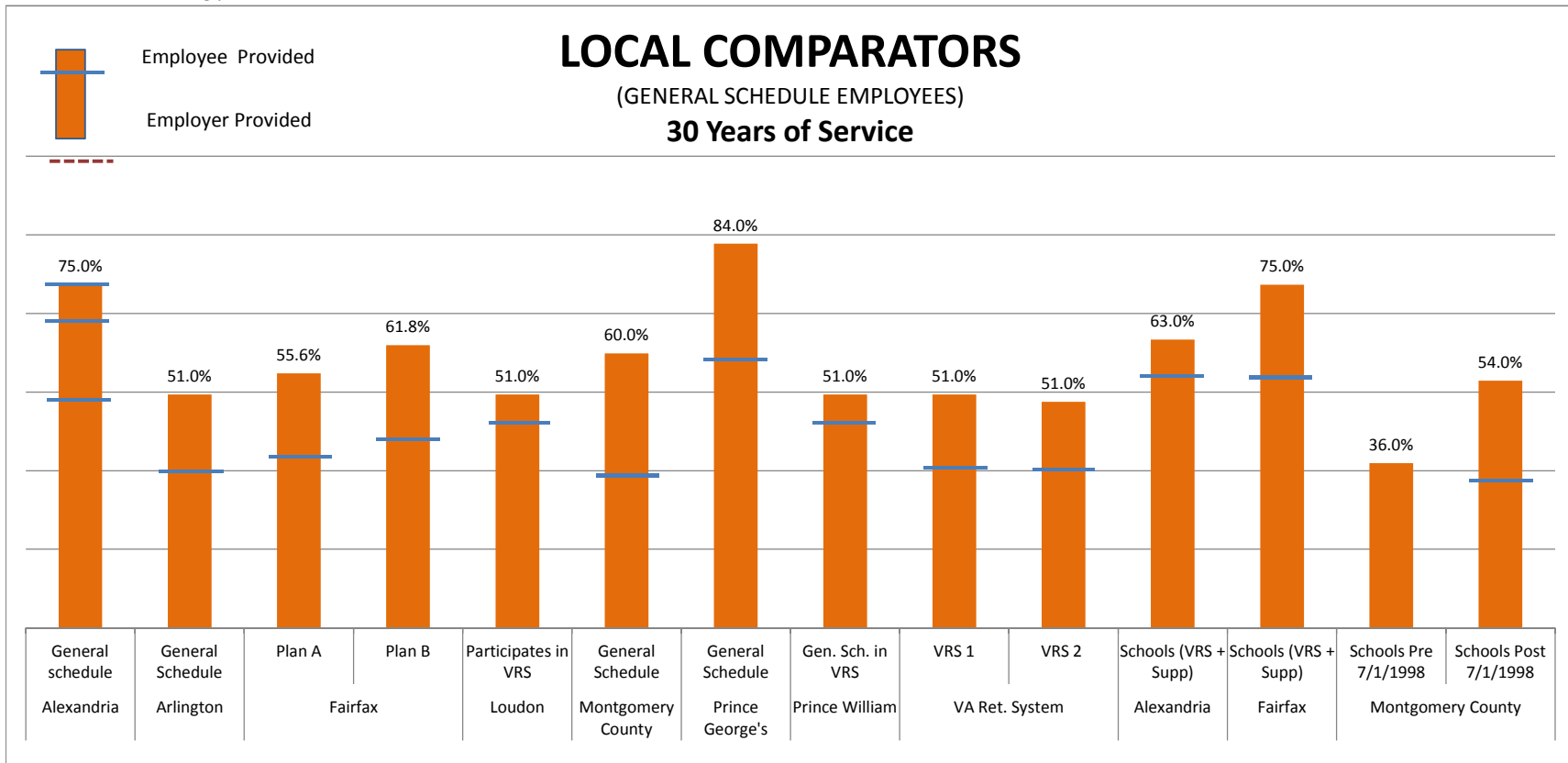
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**Value of Employee Contributions
Expressed as a Percentage of Final Salary**

Employee Contribution	UNIFORMED		GENERAL SCHEDULE			Employee Funded Benefit as Percent Of Final Salary		
	YOS		Employee Contribution	YOS		Employee Contribution	25 Y.O.S.	30 Y.O.S.
	25	30		25	30		25 Y.O.S.	30 Y.O.S.
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
0.5%	1.2%	1.5%	0.5%	1.4%	1.6%			
1.0%	2.3%	3.0%	1.0%	2.7%	3.2%			
1.5%	3.5%	4.4%	1.5%	4.1%	4.8%			
2.0%	4.7%	5.9%	2.0%	5.4%	6.4%			
2.5%	5.8%	7.4%	2.5%	6.8%	8.0%			
3.0%	7.0%	8.9%	3.0%	8.2%	9.5%			
3.5%	8.2%	10.3%	3.5%	9.5%	11.1%			
4.0%	9.3%	11.8%	4.0%	10.9%	12.7%			
4.5%	10.5%	13.3%	4.5%	12.3%	14.3%			
5.0%	11.7%	14.8%	5.0%	13.6%	15.9%			
5.5%	12.8%	16.3%	5.5%	15.0%	17.5%			
6.0%	14.0%	17.7%	6.0%	16.3%	19.1%			
6.5%	15.2%	19.2%	6.5%	17.7%	20.7%			
7.0%	16.3%	20.7%	7.0%	19.1%	22.3%			
7.5%	17.5%	22.2%	7.5%	20.4%	23.9%			
8.0%	18.7%	23.6%	8.0%	21.8%	25.5%			
8.5%	19.8%	25.1%	8.5%	23.1%	27.1%			
9.0%	21.0%	26.6%	9.0%	24.5%	28.6%			
9.5%	22.2%	28.1%	9.5%	25.9%	30.2%			
10.0%	23.3%	29.6%	10.0%	27.2%	31.8%			
Accumulation Factor	\$32.67	\$41.38		\$32.67	\$41.38			

City	Job Title	Employee Contribution	25 Y.O.S.	30 Y.O.S.
Alexandria	Dep.Sheriff (Post 6/10)	4.0%	9.3%	11.8%
	Dep Sheriff (Pre 7/1/10)	0.0%	0.0%	0.0%
	Fire & Police	7.2%	16.9%	21.3%
Arlington		4.0%	9.3%	11.8%
Fairfax	Police	10.0%	23.3%	29.6%
	Fire & Deputy Sheriff	7.08%	16.3%	20.9%
Montgomery	Police	8.5%	19.8%	25.1%
	Fire	8.5%	19.8%	25.1%
	Deputy Sheriff	8.5%	19.8%	25.1%
Prince George's	Police	8.0%	18.7%	23.6%
	Fire	4.0%	9.3%	11.8%
	Corrections	13.0%	30.3%	38.5%
Prince William	Deputy Sheriff	11.0%	25.6%	32.6%
	VRS	0.0%	0.0%	0.0%

- The verticle bar represents the gross benefit payable at Normal Retirement Date.
The horizontal line splits the benefit into employer and employee provided payout.
The methodology used included the following:
- 1) We assume employee contributions are made from hire date to retirement.
 - 2) Investment return exceeds salary increases by 2% per year.
 - 3) Retirement age, inflation, and mortality are combined in annuity factors:

Retirement Age	25 Years Of Service	30 Y.O.S.
Uniformed	55	55
Gen. Schedule	65	60

Annuity Factor	25 Years Of Service	30 Y.O.S.
Uniformed	14	14
Gen. Schedule	12	13

The Accumulation Factor shows the ratio of total employee contributions plus interest to the current year's contributions.

These are reasonable but rough approximations and should be used as starting points.