

Local Comparators

April 27, 2011 Updated

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Alexandria			
Plan Features	General Schedule *	Deputy Sheriff, Medics, Fire Marshals *	Firefighters & Police Officers
Retirement Eligibility	Age 65 & 5 years of service, Age 50 & 30 years	Age 65 & 5 years of service, Age 50 & 25 years	Age 55 & 5 years of service, 25 years of service any age
Benefit Multiplier	.8%	.6% 0-5 years .9% 5 – 15 years 1.0% 15+ years	2.5% 0 – 20 years 3.2% 20 – 30 years
Average Final Compensation (AFC)	Highest three consecutive years	Highest three consecutive years	Highest four consecutive years
Employee Contributions	2% if participate after July 1, 2009	None	7.2% Pension Component .8% Disability Component
Salary used in AFC	Base pay	Base pay	Base pay
Benefit Cap (if any)	None	None	30 years of service – 82%
Vesting	Five years, Immediate if over 60 & full time	Five years, Immediate if over 60 & full time	5 Years
DROP	No	No	Yes – three years
Other Significant Features	Lump sum in lieu of monthly benefits	Lump sum in lieu of monthly benefits	

* **General Schedule employees, Deputy Sheriffs, Medics, and Fire Marshals** participate in VRS and the City of Alexandria Supplemental Retirement Plan. The summary on this page is for the Supplemental Plan only. VRS 1 & VRS 2 are summarized on the next page.

Virginia Retirement System

Plan Features	VRS 1	VRS 2
Retirement Eligibility	Age 65 & 5 years of service, Age 50 & 30 years	Social Security NRA & 5 years of service, Age 60 & age plus service = 90
Benefit Multiplier	1.7%	1.7%
Average Final Compensation (AFC)	Three year average	Five year average
Employee Contributions	5%, employer may make the payment	5%, currently Alexandria is paying 1%, the employee 4%
Salary used in AFC	Base pay	Base pay
Benefit Cap (if any)	None	None
Vesting	Five years	Five Years
DROP	No	No
Other Significant Features	PLOP, Buyback provisions	PLOP, Buyback provisions (less advantageous than VRS 1)

Arlington County		
Plan Features	General Employees	Police Officer, Firefighter, Deputy Sheriff
Retirement Eligibility	<p>YOS = Years of Service</p> <p><u>Unreduced</u> 62 + 5 YOS or Age + YOS = 80 or 30 YCS</p> <p><u>Early reduced</u> 55 years old + 5 YOS or 50 years old + 25 YOS or 51 years old + 23 YOS or 52 years old + 21 YOS or 53 years old + 19 YOS or 54 years old + 17 YOS</p> <p>YOS = Years of service</p>	<p>YOS = Years of Service</p> <p><u>Unreduced</u> 52 + 5YOS or 25 YOS</p> <p><u>Early reduced</u> 42 years old + 5 :YOS</p>
Benefit Multiplier	<p>1.7% x AFS x YOS Maximum 30 YOS (51% x AFS)</p>	<p>2.5% x AFS x YOS before 1/4/2009 Plus 2.7% x AFS x YOS after 1/3/2009 Maximum 30 YOS (81% x AFS)</p>
Average Final Compensation (AFC)	Avg. of 3 highest 26 consecutive pay periods	Avg. of 3 highest 26 consecutive pay periods
Employee Contributions	<p>4% per pay period pre-tax Prior to 12/24/84: 4% after-tax</p>	<p>7.5% per pay period pre-tax Prior to 12/24/84: 4% after-tax</p>
Salary used in AFC	<p>Base salary Trades workers also holiday premium pay</p>	Base salary + holiday premium
Benefit Cap (if any)	Maximum YOS = 30	Maximum YOS = 30
Vesting	5 YOS	5 YOS

DROP	Can enter DROP for up to 3 years when eligible for unreduced retirement	Can enter DROP for up to 3 years when eligible for unreduced retirement
Other Significant Features	<p>COLA 1st 3% CPI-Urban + ½ next 3-12% Maximum 7.5% 1st COLA July 1 after 1st anniversary</p> <p>Sick leave payable may be converted to YOS if hired pre 1/1/2001; if after 12/31/2000 automatically converted to YOS (Maximum sick leave payable = 1/3 balance)</p> <p>At retirement, paid vacation and compensatory time will also count as YOS</p> <p>General employees only have a DC plan that county contributes 4.2% annually; vesting is 20% each year/100% vested in 5 year</p>	<p>COLA 1st 3% CPI-Urban + ½ next 3-12% Maximum 7.5% 1st COLA after 1st anniversary</p> <p>Sick leave payable may be converted to YOS if hired pre 1/1/2001; if after 12/31/2000 automatically converted to YOS (Maximum sick leave payable = 1/3 balance)</p> <p>At retirement, paid vacation and compensatory time will also count as YOS</p>

Fairfax County

Plan Features	Police	Fire, Deputy Sheriff, other uniformed Hired on or after April 1, 1997	General
Retirement Eligibility	Age 55, or 25 years of service	Age 55 with 6 years of service, or 25 years of service	Age 65 & 5 years of service Age 50 and Rule of 80 (age plus service at least 80)
Benefit Multiplier	2.8% times years of service Increased by 3%	2.5% times years of service Increased by 3%	Plan A: 1.8% to Social Sec. wage base then 2.0% Plan B: 2.0% Bridge to Social Security, 1% All of the above increased by 3%
Average Final Compensation (AFC)	36 consecutive months	36 consecutive months	36 consecutive months
Employee Contributions	10% of pay	7.08% of pay	Plan A: 4% of salary to Social Security wage base, then 5 1/3% Plan B: 5 1/3% of all compensation
Salary used in AFC	Can substitute sick leave for AFC meaning use more months of current salary (replacement not additive)	Can substitute sick leave for AFC meaning use more months of current salary (replacement not additive)	Base salary, shift differentials, administrative emergency, not overtime
Benefit Cap (if any)	No cap	No cap	No cap
Vesting	Five (5) years of service	Five (5) years of service	Five (5) years of service
DROP	Yes, if eligible for unreduced retirement. Three year max.	Yes, if eligible for unreduced retirement. Three year max.	Yes, if eligible for unreduced retirement
Other Significant Features	COLA up to 4% annually	COLA up to 4% annually	COLA – up to 4% annually Employee chooses Plan A or B in first 30 days of employment

Montgomery County	
Plan Features	General
Retirement Eligibility	Age 60 with 5 yrs of credited service, or age 55 with 30 yrs of credited service.
Benefit Multiplier	<ul style="list-style-type: none"> • Optional non-integrated plan: 2% x average final earnings x [credited service + sick leave credits] • Optional integrated and mandatory integrated plans: Before Social Security Normal Retirement Age: 2% x average final earnings x [credited service + sick leave credits] • After Social Security Normal Retirement Age: [1.25% x average final earnings up to the max SSCCL + 2% x average final earnings above SSCCL] x [credited service + sick leave credits]
Average Final Compensation (AFC)	<ul style="list-style-type: none"> • Optional non-integrated and integrated plans: 12 highest consecutive months. • Mandatory integrated plan: 36 highest consecutive months.
Employee Contributions	<ul style="list-style-type: none"> • Optional non-integrated plan: 6% of regular earnings. • Optional and mandatory integrated plans: 4% of regular earnings up to max social security wage base plus 6% of earnings above that.
Salary used in AFC	Excluding overtime
Benefit Cap (if any)	Capped at 38 yrs of credited service (36 yrs credited service plus 2 yrs of sick leave credits)
Vesting	Five years
DROP	None
Other Significant Features	Sick leave credits added to credited service up to 2 years.

Montgomery County Uniformed			
	Sworn Police Officer	Firefighter	Sworn Deputy Sheriff/Public Safety Correctional Staff
Retirement	Age 55 with 15 yrs of credited	Age 55 with 15 yrs of credited	Age 55 with 15 yrs of credited

Eligibility	service or 25 yrs of credited service at any age.	service or 20 yrs of credited service at any age.	service or age 46 with 25 yrs of credited service.
Benefit Multiplier	<ul style="list-style-type: none"> • Optional non-integrated plan: 2.4% x average final earnings x [credited service up to 36 yrs + sick leave credits] • Optional integrated and mandatory integrated plans: Before Social Security Normal Retirement Age: 2.4% x average final earnings x [credited service up to 36 years + sick leave credits] • After Social Security Normal Retirement Age: 1.65% x average final earnings up to the max SSCCL x [credited service up 36 yrs + sick leave credits]+ 2.4% x average final earnings above SSCCL] x [credited service up to 36 yrs + sick leave credits]. 	<ul style="list-style-type: none"> • Optional non-integrated plan: 2.5% x average final earnings x credited service up to 20 yrs + 2% x AFE x credited service yrs 21 to 31 + 2% x AFE x sick leave credits (in excess of 20 yrs). • Optional integrated and mandatory integrated plans: Before Social Security Normal Retirement Age: 2.5% x average final earnings x credited service up to 20 yrs + 2% x AFE x credited service yrs 21 to 31 + 2% x AFE x sick leave credits (in excess of 20 yrs). • After Social Security Normal Retirement Age: 1.71875% x average final earnings up to the max SSCCL x credited service up to 20 yrs + 1.3750% x average final earnings up to SSCCL x credited service yrs 21 to 31 + 1.3750% x AFE x sick leave credits (in excess of 20 yrs). 	<ul style="list-style-type: none"> • Optional non-integrated plan: 2.4% x average final earnings x credited service up to 25 yrs + 2% x AFE x credited service yrs 26 to 31 + 2% x AFE x sick leave credits. • Optional integrated and mandatory integrated plans: Before Social Security Normal Retirement Age: 2.4% x AFE x credited service up to 25 yrs + 2% x average final earnings x credited service yrs 26 to 31 + 2% x average final earnings x sick leave credits. • After Social Security Normal Retirement Age: 1.65% x average final earnings up to the max SSCCL x credited service up to 31 yrs + 1.65% x average final earnings up to SSCCL x sick leave credits + 2.4% x AFE over SSCCL x credited service up to 25 yrs + 2% x AFE over SSCCL x credited service yrs 26 to 31 + 2% x AFE over SSCCL x sick leave credits.
Average Final Compensation (AFC)	<ul style="list-style-type: none"> • Optional non-integrated and integrated plans: 12 highest consecutive months. • Mandatory integrated plan: 36 highest consecutive months. 	<ul style="list-style-type: none"> • Optional non-integrated and integrated plans: 12 highest consecutive months. • Mandatory integrated plan: 36 highest consecutive 	<ul style="list-style-type: none"> • Optional non-integrated and integrated plans: 12 highest consecutive months. • Mandatory integrated plan: 36 highest consecutive

		months	months.
Employee Contributions	<ul style="list-style-type: none"> Optional non-integrated plan: 8.5% of regular earnings. Optional and mandatory integrated plans: 4.75% of regular earnings up to max social security wage base plus 8.5% of earnings above that. 	<ul style="list-style-type: none"> Optional non-integrated plan: 8.5% of regular earnings. Optional and mandatory integrated plans: 5.50% of regular earnings up to the max social security wage base plus 9.25% of earnings above that. Upon the 25th year , 4.75% of regular earnings up to max social security wage base plus 8.5% of earnings above that. 	<ul style="list-style-type: none"> Optional non-integrated plan: 8.5% of regular earnings. Optional and mandatory integrated plans: 4.75% of regular earnings up to max social security wage base plus 8.5% of earnings above that.
Salary used in AFC	Excluding overtime	Excluding overtime	Excluding overtime
Benefit Cap (if any)	Max benefit cannot exceed 86.4% of AFE.	Capped at 33 yrs of credited service (31 yrs credited service plus 2 yrs of sick leave credits)	Max benefit cannot exceed 76% of AFE.
Vesting	Five years	Five years	Five years
DROP	None	None	None
Other Significant Features	Sick leave credits added to credited service up to 2 years.	Sick leave credits added to credited service up to 2 years	Sick leave credits added to credited service up to 2 years.

Montgomery County has a supplemental plan. We will provide this information later.

Prince George's County		
Plan Features	General	Uniformed
Retirement Eligibility	<ul style="list-style-type: none"> • 30 yrs of credited service; or • age 62 with 5 yrs; • age 63 with 4 yrs; • age 64 with 3 yrs; • age 65 with 2 yrs. 	<ul style="list-style-type: none"> • Age 55 with 5 yrs of credited service or 20 yrs of credited service at any age. • Court Security Officers: Age 55 with 5 yrs of credited service or 25 yrs of credited service at any age.
Benefit Multiplier	<ul style="list-style-type: none"> • Alternate Contributory Pension Selection Plan: $.012 \times$ Average Final Compensation (AFC) \times Years of Credit to 6/30/98 <i>plus</i> $.018 \times$ Average Final Compensation (AFC) \times Years of Credit after 6/30/98 • Contributory Pension System: $.012 \times$ Average Final Compensation (AFC) \times Years of Credit to 6/30/98 <i>plus</i> $.014 \times$ Average Final Compensation (AFC) \times Years of Credit after 6/30/98 • Non-Contributory Pension System: $.008 \times$ Average Final Compensation up to the Social Security Integration Level <i>plus</i> $.015 \times$ Average Final Compensation above the Social Security Integration Level <i>multiplied by</i> Total years and months of creditable service 	<ul style="list-style-type: none"> • Fire and Police: $.03 \times$ Average Final Compensation (AFC) \times credited service up to 20 yrs + $.025 \times$ AFC \times credited service over 20 yrs <i>plus</i> purchase of military service <i>plus</i> sick leave <i>plus</i> annual leave. • Correctional Officers and Deputy Sheriffs: $.03 \times$ Average Final Compensation (AFC) \times credited service up to 20 yrs + $.025 \times$ AFC \times credited service yrs 21 to 30. • Court Security Officers: $.019 \times$ Average Final Compensation (AFC) \times credited service up to 30 yrs.
Average Final Compensation (AFC)		Average of the highest two consecutive years of salary.
Employee Contributions	5% of annual salary	Police: 8%; Fire: 4%; Correctional Officers: 13%; Deputy Sheriffs: 11%
Salary used in AFC		
Benefit Cap (if any)		Max benefit cannot exceed 85% of AFE. Court Security Officers: Max benefit cannot exceed 57% of AFE.
Vesting	Five years	Five years

DROP		
Other Significant Features		

Prince George's County has a supplemental plan. We endeavor to gather and provide this information.

Loudon County

Retirement benefit = VRS

Plan 1 employees – County pays 5% member contribution

Plan 2 employees – employees pay 5% member contribution

Sheriffs (= Police) and Firefighters are enrolled in the enhanced benefit plan with VRS (formerly known as LEOS)
Allows them to receive unreduced retirement at age 50 with 25 YOS

No supplemental retirement plan

Schools are separate – they are also in VRS

Prince William County

Retirement benefit = VRS for all employees

County pays the employee 5% member contribution

Police Officers, Firefighters, EMTs, Deputy Sheriffs, and Jail Officers are enrolled in the enhanced benefit plan with VRS (formerly known as LEOS)

Allows them to receive unreduced retirement at age 50 with 25 YOS

Prince William has a supplemental plan for public safety employees. We will provide this information later.

Prince William has a supplemental plan for public safety employees. We believe the employees receive the larger of their Supplemental benefit and a VRS Supplemental benefit (for Hazardous Duty Occupations). We have calls out to Prince William County to clarify.

Alexandria City Public Schools

VRS plus Supplement

Alexandria City Public Schools	
Retirement Eligibility	Age 65 & 5 years of service or Age 50 & 30 years of service
Benefit Multiplier	.4% Pre 1971 hires have another formula
Average Final Compensation (AFC)	36 months average
Employee Contributions	.5% of pay pre-tax beginning September 2010
Salary used in AFC	Includes overtime
Benefit Cap (if any)	No cap
Vesting	Five (5) Years
DROP	None
Other Significant Features	No COLA, Benefit may begin at eligibility and employee continues to work and accrue new benefits (IRS violation?)
Carol Cox, ACPS extension 703.824.6686	

Arlington County Schools	
<p>Arlington County Schools participate in VRS. Within the VRS structure the county participates in the Health Care Credit program. Additionally they contribute .4% of pay or \$10 per pay period to a 401(a) plan.</p>	

Fairfax Schools

VRS plus Supplement

Legacy plan through 2001

For 2001 forward new formula, parameters outlined below

Educational Employees Retirement System

Fairfax Schools	
Retirement Eligibility	Age 60 & 5 years or 30 Years of Service
Benefit Multiplier	.8%
Average Final Compensation (AFC)	36 months, no sick leave, annual leave in AFC
Employee Contributions	4% of pay pre-tax
Salary used in AFC	No sick leave, no overtime
Benefit Cap (if any)	No cap
Vesting	Five (5) Years
DROP	None
Other Significant Features	3% COLA

Montgomery County Schools

Retirement Eligibility	30 yrs of credited service at any age or age 62 with 5 yrs; age 63 with 4 yrs; age 64 with 3 yrs; age 65 with 2 yrs.
Benefit Multiplier	<ul style="list-style-type: none"> • Core Benefit: 1.2% x average final salary x credited service before 7/1/98 plus 1.8% x average final salary x credited service after 7/1/98 • Supplemental Benefit: .08% x SSIL x credited service before 7/1/98 plus .15% x earnings above SSIL x credited service before 7/1/98 plus .2% x average final salary x credited service after 7/1/98
Average Final Compensation (AFC)	Average of the highest three consecutive years of salary.
Employee Contributions	5% of salary to the core benefit and .5% of salary to the supplemental benefit.
Salary used in AFC	
Benefit Cap (if any)	No Cap
Vesting	Five years
DROP	None
Other Significant Features	

Prince George's County Schools	
Retirement Eligibility	<ul style="list-style-type: none"> • Age 62 with 5 yrs of service or • 30 yrs of credited service.
Benefit Multiplier	<ul style="list-style-type: none"> • Alternate Contributory Pension Selection Plan: $.012 \times \text{Average Final Compensation (AFC)} \times \text{Years of Credit to 6/30/98}$ <i>plus</i> $.018 \times \text{Average Final Compensation (AFC)} \times \text{Years of Credit after 6/30/98}$ • Contributory Pension System: $.012 \times \text{Average Final Compensation (AFC)} \times \text{Years of Credit to 6/30/98}$ <i>plus</i> $.014 \times \text{Average Final Compensation (AFC)} \times \text{Years of Credit after 6/30/98}$ • Non-Contributory Pension System: $.008 \times \text{Average Final Compensation up to the Social Security Integration Level}$ <i>plus</i> $.015 \times \text{Average Final Compensation above the Social Security Integration Level}$ <i>multiplied by</i> Total years and months of creditable service
Average Final Compensation (AFC)	Average of the highest three consecutive years of salary.
Employee Contributions	5% of annual salary
Salary used in AFC	
Benefit Cap (if any)	
Vesting	Five years
DROP	
Other Significant Features	

Prince William County Schools
<p>The Prince William County schools participate in VRS.</p> <p>Also, there is a 2% employer match to a 403 (b) plan. (Section 403 (b) of the IRS tax code establishes rules for savings plans utilized by schools, churches, non-profit hospitals, etc. Consider it a cousin of a deferred compensation 457 plan or a 401 (k) plan).</p>