

Local Comparators Benefit Examples

**5(a)
5/25/2011**

Jurisdiction	Employee Group	Final Salary	Final Average Salary	Annual Pension			30 Year Pension As a Percentage of		
				Years of Service			Final Salary	Final Ave. Sal.	
				20	25	30			
Alexandria	General schedule	\$60,000	\$58,200	\$29,100	\$36,375	\$43,650	72.8%	75.0%	
		\$80,000	\$77,600	\$38,800	\$48,500	\$58,200	72.8%	75.0%	
	Dep. Sheriff, Medic Fire & Police **	\$80,000	\$77,600	\$39,576	\$50,052	\$60,528	75.7%	78.0%	
		\$80,000	\$76,400	\$38,200	\$50,424	\$62,648	78.3%	82.0%	
Arlington	General Schedule#	\$60,000	\$58,200	\$19,788	\$24,735	\$29,682	49.5%	51.0%	
		\$80,000	\$77,600	\$26,384	\$32,980	\$39,576	49.5%	51.0%	
	# plus a defined contribution of 4.2% of pay								
	Fire & Police Pre 1/4/2009 Post 1/4/2009	\$80,000	\$77,600	\$38,800	\$48,500	\$58,200	72.8%	75.0%	
		\$80,000	\$77,600	\$41,904	\$52,380	\$62,856	78.6%	81.0%	
Fairfax	General Schedule Plan A	\$60,000	\$58,200	\$21,581	\$26,976	\$32,371	54.0%	55.6%	
		\$80,000	\$77,600	\$28,774	\$35,968	\$43,161	54.0%	55.6%	
	Plan B	\$60,000	\$58,200	\$23,978	\$29,973	\$35,968	59.9%	61.8%	
		\$80,000	\$77,600	\$31,971	\$39,964	\$47,957	59.9%	61.8%	
	Plan A 4% employee contributions, Plan B 5 1/3% employee contributions								
	Police Fire & Deputy Sheriff	\$80,000	\$77,600	\$44,760	\$55,950	\$67,140	83.9%	86.5%	
		\$80,000	\$77,600	\$39,964	\$49,955	\$59,946	74.9%	77.3%	
Loudon	Participates in VRS	\$60,000	\$58,200	\$19,788	\$24,735	\$29,682	49.5%	51.0%	
Montgomery County	General Schedule	\$60,000	\$58,200	\$23,280	\$29,100	\$34,920	58.2%	60.0%	
		\$80,000	\$77,600	\$31,040	\$38,800	\$46,560	58.2%	60.0%	
	Police	\$80,000	\$77,600	\$37,248	\$46,560	\$55,872	69.8%	72.0%	
	Fire	\$80,000	\$77,600	\$38,800	\$46,560	\$54,320	67.9%	70.0%	
	Deputy Sheriff	\$80,000	\$77,600	\$37,248	\$46,560	\$54,320	67.9%	70.0%	
Prince George's	General Schedule	\$60,000	\$58,200	\$20,952	\$26,190	\$31,428	52.4%	54.0%	
	Post 1998 Service	\$80,000	\$77,600	\$27,936	\$34,920	\$41,904	52.4%	54.0%	
	Uniformed	\$80,000	\$77,600	\$46,560	\$56,260	\$65,960	82.5%	85.0%	
Prince William	Gen. Sch.: in VRS	\$60,000	\$58,200	\$19,788	\$24,735	\$29,682	49.5%	51.0%	
	Uni: in VRS	\$80,000	\$77,600	\$27,936	\$34,920	\$41,904	52.4%	54.0%	
	Uni: in VRS + Supp.	\$80,001	\$77,601	\$48,072	\$55,056	\$62,040	77.5%	79.9%	
VA Ret. System	VRS 1	\$60,000	\$58,200	\$19,788	\$24,735	\$29,682	49.5%	51.0%	
	VRS 2 ***	\$60,000	\$56,400	\$19,176	\$23,970	\$28,764	47.9%	51.0%	
Alexandria	Schools (VRS + Supp)	\$60,000	\$58,200	\$24,444	\$30,555	\$36,666	61.1%	63.0%	
Fairfax	Schools (VRS + Supp)	\$60,000	\$58,200	\$29,100	\$36,375	\$43,650	72.8%	75.0%	
Montgomery County	Schools	Pre 7/1/1998	\$60,000	\$58,200	\$13,968	\$17,460	\$20,952	34.9%	36.0%
		Post 7/1/1998	\$60,000	\$58,200	\$20,952	\$26,190	\$31,428	52.4%	54.0%

NOTES:

Prince William, VRS is a lifetime benefit, VRS Hazardous Duty & P.W. Supplemental benefit temporary

All Cities/Counties in VRS are illustrated with VRS 1

Arlington's recent changes include dropping overtime from the Average Final Salary calculation

* General Schedule employees average less than uniformed officers. We display \$60,000 as a representative salary and \$80,000 to facilitate comparison to uniformed officers.

** 4 Year Average Final Compensation

*** 5 Year Average Final Compensation