



FY22 Total Compensation

Arlington County Government

March 25, 2021



HR Department Mission

To provide leadership and expertise to attract, develop, and retain a high performing and diverse workforce.

Total Compensation Philosophy

Arlington County recognizes our employees are the foundation of our success. We strive to offer a meaningful, well-rounded total compensation package that provides employees with fair, competitive pay, benefits, and retirement options.

FY22 Proposed Budget Items

General & Public Safety Employees Pay

- No Merit based pay increases
- \$850 (gross) / \$500 (net) Bonus

Lowest base pay rate / living wage

- The lowest base pay rate for all permanent and temporary employees, excluding student assistants and summer rec assistants will increase from \$15.00/hour to \$17.00/hour. This will assist 50 current County staff.

Health & Dental Insurance

- There will be no premium increase for our Cigna health and Delta Dental plans for FY 2022. Kaiser premiums will decrease by 2.5%.



Consumer Driven Health Plan with Health Savings Account

- Implemented January 1, 2021
- 113 enrolled (~ 3% of eligible)
- Average employee HSA contribution \$166 per pay period



Comparing Health Plans

Annual Costs

	Cigna Plans			
	Coinsurance	Copay	Choice Plus HSA	Kaiser
Employee Contribution				
Individual	\$1,660	\$1,826	\$832	\$1,408
Family	\$6,225	\$6,848	\$3,120	\$5,372
County HSA Contribution				
Individual	n/a	n/a	\$700	n/a
Family			\$1,400	
Deductible				
Individual	n/a	n/a	\$1,400	n/a
Family			\$2,800	
Network	In-network only	In-network only	In/Out of Network	Kaiser only



FY22 Proposed Benefit Enhancements

Paid Parental Leave

- Increase from six to eight weeks

Dependent Care Reimbursement

- Increase from \$1,000 to \$1,500 annually

Tuition Reimbursement

- Increase from \$1,900 to \$2,200

Addition of Juneteenth as a paid holiday



FY22 Proposed Benefit Enhancements

Live Where You Work Grants

- Increase program budget, allowing higher rental and ownership grant amounts. The program will transition from a standard grant amount for each employee to greater amounts for those earning less.

Volunteer Leave

- Increase from eight to sixteen hours and allowing employees to use 50% of their volunteer hours for service outside Arlington County.



Compensation Maintenance Plan

Implementation over 6 years

Goals

- Create accurate job descriptions
- Establish alignment with market
- Ensure competitive salary ranges
- Provide affordable salary improvement

Job Family Studies

Completed Studies	Current Studies (Year 4)	Future Studies (Years 5-6)	
Public Safety	Construction, Engineering & Inspection Services	Accounting & Financial	MAPs
Attorneys		Admin & Support Services	Management Specialist
Planners		AED	Parks & Programming
Public Safety Support		Communications	Safety
Trades		Human Resources	
Clinical & Human Services		Human Rights	
IT		Judicial & Legal Services	
		Libraries	



Competitive Metrics

Total Comp Element	FY 18	FY 19	FY 20	FY 21 Year to Date
Benchmark Classes Lagging at Maximum (General)	24%	29%	17%	31%
Employees Hired over Midpoint (General)	42% All 73% MAPs	29% All 80% MAPs	42.1% 100% MAPs	38.1% 100% MAPs
Turnover	11.5% 7.6% non-retirement	10.3% 7.1% non-retirement	11.5% 7.8% non-retirement	4.4% 2.6% non-retirement
Employees at Maximum	16% (Gen.) 19% (PS)	16% (Gen.) 19% (PS)	12% (Gen.) 12% (PS)	9% (Gen.) 10% (PS)

*Projected employees at max by end of FY21 will be similar to FY21 YTD due to no merit increases in FY21.



Comparison of Proposed FY 2022 Comp Adjustments in the Region

Jurisdiction	Pay Increases
Arlington	\$500 (net; \$250 net for part-time) bonus
Alexandria	2.3% - 5.0% step
Fairfax	None
Loudoun	3.0%
Prince William	3.0%



FY22 Proposed Health Care Increases Across the Region

	Arlington	Alexandria	Fairfax	Prince William
Major Health Plan	0%	0%	5%	4.5%
Cost Sharing				
Individual	80/20	80/20	85/15	95/5
Family	75/25	80/20	75/25	75/25



Retirement Plan Comparison

General Employee – Hired 1/1/2021

	Arlington	Alexandria Gen/Sheriff VRS Hybrid + Supp	Fairfax Plan E	Prince William VRS Hybrid Plan
Basic Plan Multiplier	1.70%	1.0% VRS + 0.8% Supp	2%	1.00%
Averaging Period	3 highest 12 consecutive months	60 months - VRS 36 months - Supp	36 months	60 months
Employee Contribution	4%	4% VRS + 2% supp	5⅓%	4% DB + 1% DC
Normal Retirement	Age 62 + 5 yrs, or Rule of 80 (age + svc), or 30 years	Soc Sec Ret Age + 5 yrs or Rule of 90 (age + svc) - VRS Age 65 or 30 yrs - Supp	Age 65 + 5 yrs, or Rule of 85 (age + svc)	Soc Sec Ret Age + 5 yrs or Rule of 90 (age + svc)
Additional Retirement Plans	401a - 4.2% contrib 457 Plan + \$20 match	VRS Defined Contrib Mandatory 1% EE contrib ER Match up to 2.5% 457 Plan and Roth IRA	457 Plan	VRS Defined Contrib ER Match up to 2.5% 401a/457 with County match

Fairfax Plan E: Hired on or after 7/1/2019

VRS Hybrid Plan: Hired on or after 7/1/2014



Retirement Plan Comparison

Public Safety – Hired 1/1/2021

	Arlington	Alexandria Police/Fire	Fairfax Plan C – Police* Plan F – Uniformed	Prince William VRS Plan 2 + PWC Supp Police/Fire
Basic Plan Multiplier	2.70%	2.5%	2.8% - Police 2.5% - Uniformed	1.85% (VRS) + \$640/mo for 15 yrs (Supp)
Final Average Compensation	3 years	48 months	36 months	60 months
Employee Contribution	7.5%	8%**	8.65% - Police 7.08% - Uniformed	5% VRS 1.44% Supp
Normal Retirement	Age 52 + 5 yrs, or 25 yrs	Age 55 + 5 yrs, or Age 50 + 25 yrs	Age 55 or 25 yrs (P) Age 55 + 6 yrs, or 25 yrs (U)	VRS: Age 60 + 5 yrs OR Age 50 + 25 yrs Supp: 25 yrs, any age
Additional Retirement Plans	457 Plan	457 Plan and Roth IRA	457 Plan	VRS Hazardous Duty: \$1222/mo until Soc Sec Age Must work 20+ yrs 457 Plan

Fairfax – Police Plan C and Uniformed Plan F hired on or after 7/1/2019

*Fairfax Police do not contribute to Social Security

**Contributions may be adjusted based on plan funding status

Uniformed Public Safety not eligible for VRS Hybrid.

PWC Police/Fire in VRS Plan 2 with Hazardous Duty Supp.



Retiree Health and Life Insurance

	Arlington	Alexandria	Fairfax	Prince William
Maximum monthly subsidy	\$300	\$260 - Alexandria \$45 – VRS (if elig)	\$230	\$45 – VRS
Years of Service for max subsidy	25 years	25 years	25 years	30 years – VRS
Coverage with Medicare Supp or Med Advantage	Yes	Yes	Yes	No
Re-enrollment if you leave plan	Yes	No	No	No
Notes		Reimbursement Program for coverage outside City plan		Reimbursement Program for coverage outside County plan

HRD's Commitment to Equity

By focusing our training efforts online during the pandemic, we were able to reach those who usually didn't access training.

Training and Development



254 % increase in online courses taken from FY20 to FY21

- 854 in FY20
- 2003 in FY21



44% increase in People of Color accessing online training from FY20 - FY21



DES employees represent 69% of all online courses taken in FY21

- 428 % increase from FY20

HRD's Commitment to Equity



Increase in MAP Females

- 35 % in FY 18
- 40 % in FY21



Increase in MAP Minorities

- 23 % in FY 18
- 30 % in FY21



Increased outreach focused on reaching veterans and veterans with disabilities and individuals with disabilities.



New Hire Pay Determination- new process prohibits asking for current and past salary information

Looking Ahead

PAY



- Continue the compensation maintenance plan
- Evaluate promotional pay policies
- Review current pay for compression

BENEFITS



- RFPs for Health, Dental, Life, and Long-term Disability Insurance, Clinic Services, and Medicare Supplement Plan for Retirees

EQUITY, DIVERSITY & INCLUSION



- Expand pilot of application referral without names to reduce unconscious bias in the recruiting process
- Continue Unconscious Bias training
- Implement Barrier Analysis recommendations as needed
- Continued internal training on diversity, equity & inclusion