

**Subject: Compensation - Neighboring Jurisdictions Comparison**

**FY 2023 Proposed Budget  
Budget Work Session Follow-up**

**3/30/2022**

The following information is provided in response to a request made by Ms. Garvey at the work session on 03/15/2022, regarding the following question:

*Please include Loudon County information in the neighboring jurisdictions comparison for:*

- *Comparison of Proposed FY 2023 Compensation Adjustments in the Region*
- *Health Benefits*
- *Retiree Medical*
- *Retirement Benefits (General & PS)*

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Please see the attached tables that include Loudoun County in the neighboring jurisdictions' comparison.

Comparison of Proposed FY 2023  
Compensation Adjustments in the Region

Jurisdiction	COLA	Merit Increases
Arlington	None	4.25% (General) 6.5% (PS –below MAP)
Alexandria	6% (Fire) 5% (Police & Sheriff) 4% (General)	2.3% - 5.0% Step
Fairfax	4.01% (General) 4.01% (PS)	1.25% - 3.0% (General) 5% Step (PS)
Prince William	1% (General)	3% (General) 3% (PS)
Loudoun	3% (PS)	3% (General) 3% (PS)

Local Government Health Plan Comparison March 2022

	<b>Arlington</b>	<b>Alexandria</b>	<b>Fairfax</b>	<b>Prince William</b>	<b>Loudoun</b>
<b>Health Plans</b>					
Vendors	Cigna Kaiser	United Healthcare Kaiser	Cigna Kaiser	Anthem	Cigna
Number of Plans	4	5	4	3	4
Consumer Driven Health Plan	Yes with HSA	Yes with HSA	Yes with HSA	N	Yes with HSA
Cost Sharing - Individual	80% County/20% Emp	80/20	85/15	varies by plan	varies by plan
Cost Sharing - Dependents	75% County/25% Emp	80/20	75/25	varies by plan	varies by plan
FY2023 Proposed Premium Inc.	0% Cigna 4% Kaiser	15.6% UHC 12.13% Kaiser	5% for all plans	7%	TBD

Retiree Medical Subsidy - Jurisdictional Comparison March 2022

	Arlington	Alexandria	Fairfax	Prince William*	Loudoun
Monthly Subsidy	\$960 (retired before 1/15/2012) \$600 (hired before 7/1/2008; retired on/after 1/15/2012) \$300 (hired on/after 7/1/2008)	\$260	\$230	\$210	\$45
*Prince William – Health insurance “credit” - \$165 from County and \$45 from VRS for 30 yr career - No post-Medicare benefits			Loudoun - VRS health credit only \$1.50 per year of service up to \$45 for 30 yr career		

Pension Plan - Jurisdictional Comparison March 2022

Uniformed Public Safety	Arlington	Alexandria (Police and Fire)	Fairfax Police (Plan C)	Fairfax Unif (Plan F)	Prince William (VRS + Supp)	Loudoun (VRS Only)
<b>Income Replacement (25 years of service; pension only)</b>	67.50%	62.50%	70%	62.50%	46.25% +	46.25%
<b>Employee Contribution</b>	7.50%	8.00%	8.65%	7.08%	5% + 1.44%	5%
<b>Normal Retirement Eligibility</b>	25 years of svc Age 52 with 5 years	Age 50 with 25 yrs Age 55 with 5 years	25 years of svc Age 55	25 years of svc Age 55 with 6 years	20 years of svc (VRS Hazardous Duty)	20 years of svc (VRS Hazardous Duty)
<b>Final Average Salary</b>	Highest 3 12-month periods	Highest 48 consecutive months	Highest 36 consecutive months	Highest 36 consecutive months	Highest 60 consecutive months	Highest 60 consecutive months
<b>Multiplier</b>	2.70%	2.50%	2.80%	2.50%	1.85%	1.85%

General Employees	Arlington	Alexandria (VRS Plan 4* + Supp)	Fairfax (Plan E)	Prince William (VRS Plan 4* - Hybrid)	Loudoun (VRS Plan 4* - Hybrid)
<b>Income Replacement (25 years of service, pension only)</b>	42.50%	45% +	50%	25% +	25% +
<b>Employee Contribution</b>	4%	5% + 2%	5.33%	5%	5%
<b>Normal Retirement Eligibility</b>	Age + Service = 80 30 yrs of service <b>or</b> Age 62 with 5 yrs	Age + Service = 90 Soc Sec Age with 5 years	Age + Service = 85 Age 55 + 30 years	Age + Service = 90 Soc Sec Age with 5 years	Age + Service = 90 Soc Sec Age with 5 years
<b>Final Average Salary</b>	Highest 3 12-month periods	Highest 60 consecutive months	Highest 36 consecutive months	Highest 60 consecutive months	Highest 60 consecutive months
<b>Multiplier</b>	1.70%	1% + 0.8%	2.00%	1.00%	1.00%
<b>Additional Plans</b>	4.2% County contribution to 401a Vesting at 20% per year	*Hybrid plan incl pension + defined contrib		*Hybrid plan incl pension + defined contrib	*Hybrid plan incl pension + defined contrib