

**City of Alexandria  
General Employees  
Final Report**

**2008 Watson Wyatt COMPARISON™ Study**

**Watson Wyatt Worldwide  
April 2009**

**City of Alexandria - General Employees  
2008 COMPARISON Study  
Table of Contents**

|   |           |
|---|-----------|
| <b>SECTION I. EXECUTIVE SUMMARY.....</b>                  | <b>1</b>  |
| <b>Executive Summary .....</b>                            | <b>2</b>  |
| Overview of Results .....                                 | 2         |
| Presentation of Results .....                             | 2         |
| <b>Summary Statistics .....</b>                           | <b>4</b>  |
| <b>Distribution of Values.....</b>                        | <b>5</b>  |
| <b>Components of Benefit Values.....</b>                  | <b>6</b>  |
| <b>SECTION II. DETAILED RESULTS.....</b>                  | <b>7</b>  |
| General Methodology .....                                 | 8         |
| Demographics .....  | 9         |
| <b>Total Benefits .....</b>                               | <b>10</b> |
| <b>Retirement Plans .....</b>                             | <b>11</b> |
| Summary of Results .....                                  | 11        |
| Defined Benefit Plan Values .....                         | 11        |
| Defined Contribution Plan Values .....                    | 13        |
| Retiree Medical Plan Values.....                          | 13        |
| Retiree Life Insurance Plan Values .....                  | 14        |
| Retirement Plan Results .....                             | 15        |
| Defined Benefit Plan Results.....                         | 16        |
| Defined Contribution Plan Results .....                   | 17        |
| Retiree Medical Plan Results .....                        | 18        |
| Retiree Life Insurance Plan Results .....                 | 19        |
| Retirement Plans – Plan Provisions Summary.....           | 20        |
| Defined Benefit Plans - Table 1 .....                     | 20        |
| Defined Benefit Plans - Table 2 .....                     | 21        |
| Defined Contribution Plans .....                          | 24        |
| Medical Benefits for Retirees.....                        | 26        |
| Life Insurance for Retirees .....                         | 29        |
| <b>Health Plans .....</b>                                 | <b>30</b> |
| Summary of Results .....                                  | 30        |
| Medical Plan Values .....                                 | 30        |
| Percent of Covered Medical Expenses Paid by the Plan..... | 31        |
| Dental Plan Values .....                                  | 32        |
| Health Benefit Results.....                               | 33        |
| Medical Plan Results.....                                 | 34        |

|   |           |
|---|-----------|
| Dental Plan Results.....                            | 35        |
| Health Plans – Plan Provisions Summary.....         | 36        |
| Medical - Table 1 .....                             | 36        |
| Medical - Table 2.....                              | 37        |
| Kaiser HMO - Table 1 (Not Valued).....              | 40        |
| Kaiser HMO - Table 2 (Not Valued).....              | 41        |
| Dental.....   | 42        |
| <b>Paid Time Off Plans.....</b>                     | <b>45</b> |
| Summary of Results.....                             | 45        |
| Vacation and Holiday.....                           | 45        |
| Sick Leave.....                                     | 45        |
| Paid Time Off Benefit Results .....                 | 47        |
| Vacation Plan Results .....                         | 48        |
| Holiday Plan Results .....                          | 49        |
| Sick Leave Plan Results .....                       | 50        |
| Paid Time Off Plans – Plan Provisions Summary ..... | 51        |
| Vacation and Holiday.....                           | 51        |
| Sick Leave.....                                     | 52        |
| <b>Security Plans.....</b>                          | <b>53</b> |
| Summary of Results.....                             | 53        |
| Life Insurance Plan Values.....                     | 53        |
| Disability Benefit Plan Values .....                | 53        |
| Security Benefit Results .....                      | 55        |
| Life Insurance Plan Results.....                    | 56        |
| Short Term Disability Plan Results.....             | 57        |
| Long Term Disability Plan Results .....             | 58        |
| Security Plans – Plan Provisions Summary .....      | 59        |
| Life Insurance.....                                 | 59        |
| Short Term Disability .....                         | 60        |
| Long Term Disability.....                           | 61        |
| Other Plan Provisions .....                         | 62        |
| Work Life Benefits - Table 1 .....                  | 62        |
| Work Life Benefits - Table 2 .....                  | 63        |
| Work Life Benefits - Table 3 .....                  | 64        |

**This report is intended only for internal use by City of Alexandria.**

**The employers in the Watson Wyatt COMPARISON Database have agreed to allow their benefit plan provisions to be used for studies such as this only if the information is maintained in a confidential manner. This report should not be distributed to others outside City of Alexandria or relied upon by any other person without prior written consent from Watson Wyatt Worldwide. The information in this report has been carefully reviewed for accuracy. However, the accuracy of the information ultimately depends on accurate descriptions of the benefit plans provided by the participating employers.**

## **Section I. Executive Summary**

## City of Alexandria - General Employees

### 2008 COMPARISON Study

#### Executive Summary

Watson Wyatt Worldwide has prepared this report at the request of City of Alexandria. The report presents the results of a comparison of City of Alexandria's general employee benefit plans with the benefit plans of the following employers:

Arlington County Government

Fairfax County Government

Montgomery County Government

Prince George's County Government

Prince William County Government

#### Overview of Results

| Benefit       | City of Alexandria's Value | Comparison Group Average Benefit Value | City of Alexandria's Ranking in Comparison Group | Benefit Value as a Percentage of City of Alexandria's Total Program |
|---------------|----------------------------|--|--|---|
| Total         | 100                        | 89                                     | 1st  | 100   |
| Retirement    | 100                        | 73                                     | 1st  | 38  |
| Health        | 100                        | 95                                     | Tied for 2nd                                     | 24  |
| Paid Time Off | 100                        | 107                                    | 6th  | 33  |
| Security      | 100                        | 49                                     | 1st  | 5   |

#### Presentation of Results

Results are presented for all benefits combined (total), for related benefits combined (benefit groups) and for each benefit individually. Benefit groups were created to show the interaction of various related benefits because in certain areas different employers will provide one form of the benefit rather than another. For example, one employer may offer a defined contribution plan

rather than a defined benefit plan. These values have been grouped under the retirement heading to provide a better comparison of the retirement income provided by each employer.

For each benefit subsidized by City of Alexandria, the employer-provided value of the benefit is set to 100. The comparative value of each other employer's program is then established, using City of Alexandria as a baseline. For example, if another employer's employer-provided health insurance is 2 percent more valuable than City of Alexandria's program, it will receive a score of 102. The detailed results of the study present City of Alexandria's position relative to the comparison employers through description, tables, and graphs.

### **Additional Information**

We expect that the detailed information provided on the following pages will be helpful as a diagnostic tool to aid in determining if the level of benefits being provided is in line with City of Alexandria's benefits strategy. If any further information is desired in connection with this benefit comparison, or if any questions arise concerning this report, we will be happy to discuss this with you.

## City of Alexandria - General Employees

### 2008 COMPARISON Study

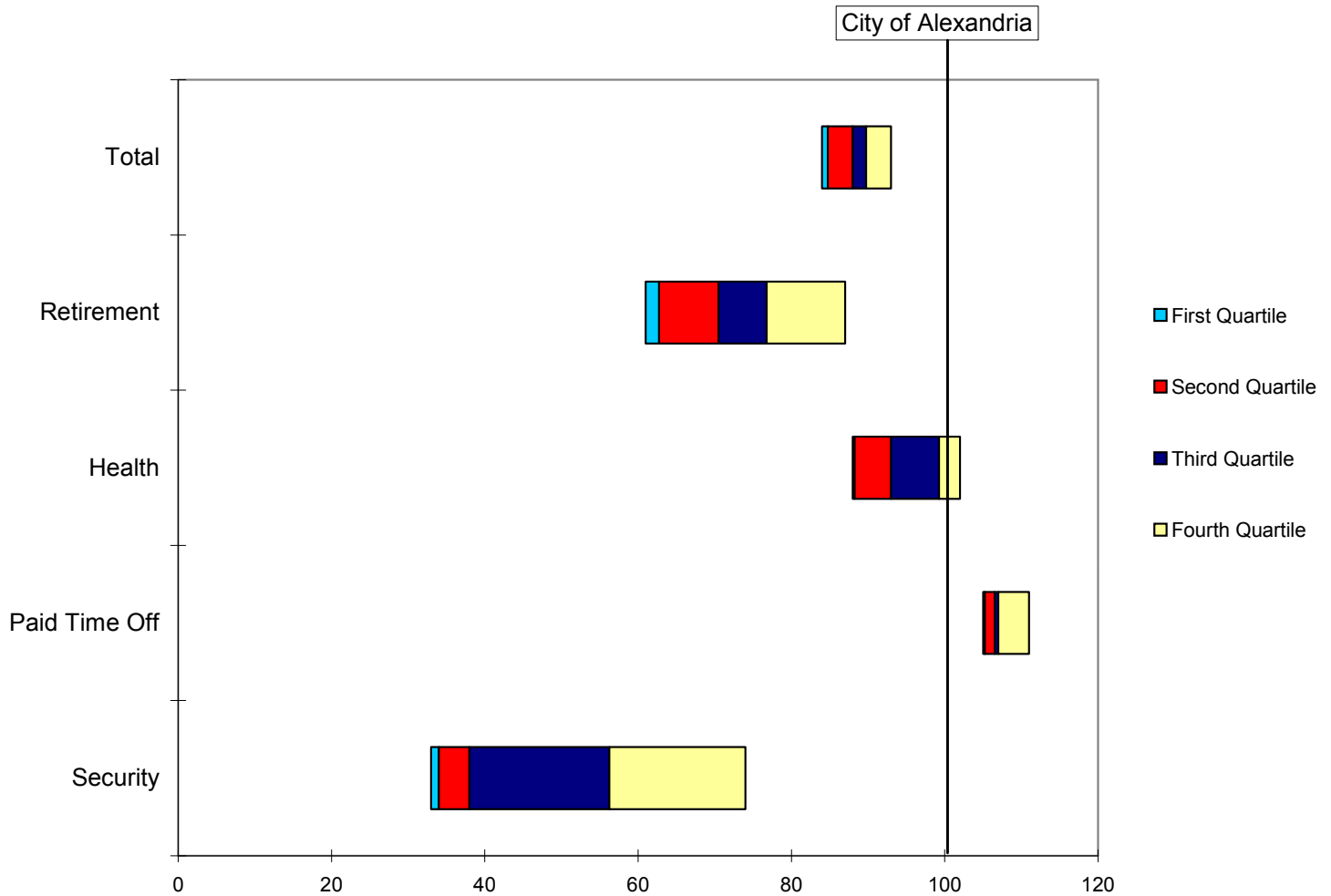
#### Summary Statistics

| Benefit              | City of Alexandria's Value | Comparison Group Average Benefit Value | City of Alexandria's Ranking in Comparison Group | Benefit Value as a Percentage of City of Alexandria's Total Program |
|----------------------|----------------------------|--|--|---|
| <b>Total</b>         | <b>100</b>                 | <b>89</b>                              | <b>1st</b>                                       | <b>100</b>  |
| <b>Retirement</b>    | <b>100</b>                 | <b>73</b>                              | <b>1st</b>                                       | <b>38</b>   |
| Defined Benefit      | 100                        | 47                                     | 1st  | 35  |
| Defined Contribution | 0                          | 100                                    | Tied for 4th                                     | 0   |
| Retiree Medical      | 100                        | 195                                    | 4th  | 2   |
| Retiree Life         | 100                        | 40                                     | 1st  | 1   |
| <b>Health</b>        | <b>100</b>                 | <b>95</b>                              | <b>Tied for 2nd</b>                              | <b>24</b>   |
| Medical              | 100                        | 89                                     | 1st  | 24  |
| Dental               | 0                          | 100                                    | Tied for 5th                                     | 0   |
| <b>Paid Time Off</b> | <b>100</b>                 | <b>107</b>                             | <b>6th</b>                                       | <b>33</b>   |
| Vacation             | 100                        | 104                                    | 6th  | 20  |
| Holiday              | 100                        | 112                                    | 6th  | 11  |
| Sick                 | 100                        | 107                                    | 6th  | 3   |
| <b>Security</b>      | <b>100</b>                 | <b>49</b>                              | <b>1st</b>                                       | <b>5</b>  |
| Life Insurance       | 100                        | 64                                     | 2nd  | 3   |
| STD                  | 100                        | 170                                    | 6th  | 0   |
| LTD                  | 100                        | 2                                      | 1st  | 2   |



## City of Alexandria - General Employees 2008 COMPARISON Study Distribution of Values

The following chart presents the distribution of benefit values by benefit groups. The vertical line represents the value of the City of Alexandria benefit, which is set to 100. The horizontal bars represent the distribution of values for the comparison group. Note that a longer bar indicates a larger variation in benefit values among the comparison group.



**Retirement**  
 Defined Benefit  
 Defined Contribution  
 Retiree Medical  
 Retiree Life

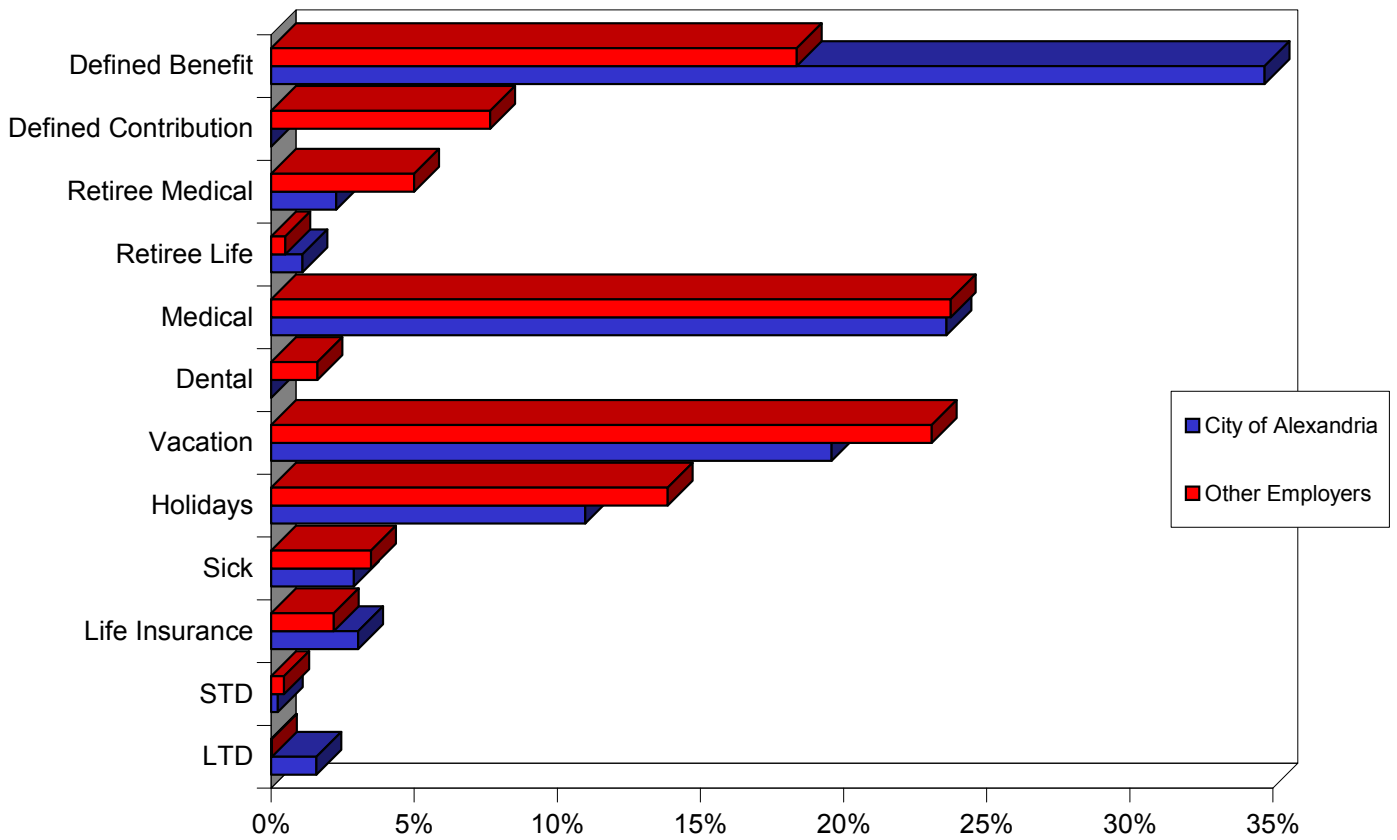
**Health**  
 Medical  
 Dental

**Paid Time Off**  
 Vacation  
 Holidays  
 Sick

**Security**  
 Life Insurance  
 STD  
 LTD

**City of Alexandria - General Employees**  
**2008 COMPARISON Study**  
**Components of Benefit Values**

The following graph illustrates the portion of each employer-provided benefit as a percentage of the total benefit program for City of Alexandria and for an average of the other employers in the report.



## **Section II. Detailed Results**

# **City of Alexandria - General Employees**

## **2008 COMPARISON Study**

### **General Methodology**

The relative values in this report represent the annual cost of each benefit program without regard to the employer's funding or experience. A description of the specific methodology used to value each of the benefits in this report is included later in this section for each benefit group. A general overview of the valuation approach is provided here.

The cost of providing each benefit is calculated for every employee in the City of Alexandria workforce. The total cost of each benefit is the sum of the costs calculated for each employee. Employee costs based on actual employee contributions are subtracted from the total cost to produce an employer cost. The exception to this is defined contribution plans, where the employee contribution is the amount that the employee has contributed, and the employer match is calculated based on that contribution.

This calculation is repeated for each of the comparison employers, using City of Alexandria's workforce. That is, we are calculating the cost of the benefit plans of the comparison employers as if City of Alexandria had adopted the benefit provisions of each of the comparison employers. The costs calculated reflect the demographics and the assumptions of City of Alexandria. These values reflect the cost of the benefit, not the value "perceived" by employees.

The values are "normalized" to City of Alexandria's cost by dividing the cost calculated for each comparison employer by the cost calculated for City of Alexandria's benefit plans. The results are thus presented relative to City of Alexandria's results. If there is no employer cost for some of City of Alexandria's benefits, then those benefits are presented as relative to the average employer-provided value.

Results are presented first in a table format. Each employer in the study is ranked according to the value of the employer-provided benefit. The City of Alexandria value is highlighted. To assist in evaluating the benefits, the employee-provided value and the total value are also listed in each table. The values in the table also are presented in a bar chart. Additionally, for each benefit or benefit group other than the total, a pie chart representing that segment's value as a percentage of the City of Alexandria benefit program is presented. The benefit(s) being described appears as an exploded slice.

## Demographics

The active employee workforce data used in this report was supplied by City of Alexandria. The workforce consists of 1,605 full time general employees as of October 15, 2008. Demographics play a major role in the COMPARISON valuation and should be considered when reviewing results. A summary of the workforce follows.

| Age       |       |      |
|-----------|-------|------|
| Age Range | Count | %    |
| Under 25  | 32    | 2%   |
| 25 – 29   | 125   | 8%   |
| 30 – 34   | 183   | 11%  |
| 35 – 39   | 218   | 14%  |
| 40 – 44   | 218   | 14%  |
| 45 – 49   | 241   | 15%  |
| 50 – 54   | 256   | 16%  |
| 55 – 59   | 222   | 14%  |
| Over 59   | 110   | 7%   |
| Total     | 1,605 | 100% |
| Average   | 45.0  |      |

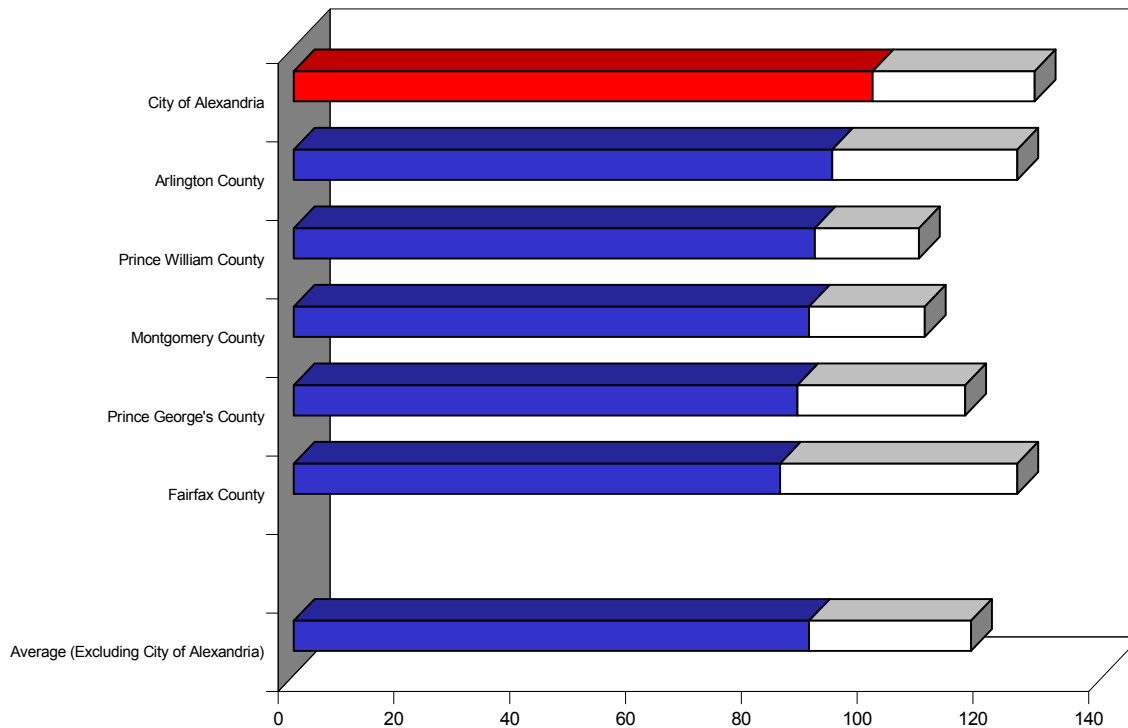
| Service       |       |      |
|---------------|-------|------|
| Service Range | Count | %    |
| Under 1       | 144   | 9%   |
| 1 – 4         | 381   | 24%  |
| 5 – 9         | 412   | 26%  |
| 10 – 14       | 200   | 12%  |
| 15 – 19       | 177   | 11%  |
| 20 – 24       | 147   | 9%   |
| 25 – 29       | 85    | 5%   |
| 30 – 34       | 49    | 3%   |
| 35 or More    | 10    | 1%   |
| Total         | 1,605 | 100% |
| Average       | 10.8  |      |

| Base Pay        |          |      |
|-----------------|----------|------|
| Pay Range       | Count    | %    |
| Below \$20,000  | 0        | 0%   |
| 20,000 – 29,999 | 20       | 1%   |
| 30,000 – 39,999 | 200      | 12%  |
| 40,000 – 49,999 | 327      | 20%  |
| 50,000 – 59,999 | 329      | 20%  |
| 60,000 – 69,999 | 252      | 16%  |
| 70,000 – 79,999 | 195      | 12%  |
| 80,000 – 89,999 | 112      | 7%   |
| 90,000 or More  | 170      | 11%  |
| Total           | 1,605    | 100% |
| Average         | \$61,937 |      |

| Sex    |       |      |
|--------|-------|------|
| Sex    | Count | %    |
| Male   | 714   | 44%  |
| Female | 891   | 56%  |
| Total  | 1,605 | 100% |

**City of Alexandria - General Employees  
2008 COMPARISON Study  
Total Benefits**

|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>28</b>       | <b>128</b>   |
| Arlington County                       | 93              | 32              | 125          |
| Prince William County                  | 90              | 18              | 108          |
| Montgomery County                      | 89              | 20              | 109          |
| Prince George's County                 | 87              | 29              | 116          |
| Fairfax County                         | 84              | 41              | 125          |
| Average (Excluding City of Alexandria) | 89              | 28              | 117          |



**City of Alexandria - General Employees**  
**2008 COMPARISON Study**  
**Retirement Plans**

**Summary of Results**

The retirement plans group consists of the defined benefit plan, defined contribution plan, retiree medical plan and retiree life insurance plan for each employer. City of Alexandria ranks as follows:

| Benefit              | City of Alexandria's Value | Comparison Group Average Benefit Value | City of Alexandria's Ranking in Comparison Group | Benefit Value as a Percentage of City of Alexandria's Total Program |
|----------------------|----------------------------|--|--|---|
| Retirement           | 100                        | 73                                     | 1st  | 38  |
| Defined Benefit      | 100                        | 47                                     | 1st  | 35  |
| Defined Contribution | 0                          | 100                                    | Tied for 4th                                     | 0   |
| Retiree Medical      | 100                        | 195                                    | 4th  | 2   |
| Retiree Life         | 100                        | 40                                     | 1st  | 1   |

Defined Benefit Plan Values

The defined benefit values are calculated using the projected unit credit normal cost method for each plan. Under this method the present value of benefits accrued this year, taking into account expected future pay increases, produces the annual plan cost.

In general, the same assumptions are used in valuing all defined benefit plans, providing a consistent basis of comparison. The value of a cash balance pension plan depends on the interest rate credits applied to participant balances. For plans that use a fixed rate, that rate is applied. For plans that use a rate based on the 30-year Treasury Bond, we assume a 5.5 percent annual interest rate credit. For plans that use a rate based on 5 or 10-year Treasury Bonds, we assume a rate of 5.0 percent. For plans that use a rate based on a Treasury issue with a maturity less than 5 years, we assume a rate of 4.0 percent.

Other assumptions used include the following:

|                                    |       |
|------------------------------------|-------|
| Valuation interest rate            | 7.50% |
| Annual salary increase             | 3.50  |
| Social Security wage base increase | 3.50  |
| CPI increase                       | 3.00  |

Retirement ages and decrement rates if service is less than 30 years:

|        |     |
|--------|-----|
| Age 50 | 6%  |
| Age 55 | 14  |
| Age 60 | 20  |
| Age 62 | 35  |
| Age 65 | 100 |

Retirement ages and decrement rates if service is greater than 30 years:

|        |     |
|--------|-----|
| Age 50 | 20% |
| Age 55 | 45  |
| Age 60 | 47  |
| Age 62 | 65  |
| Age 65 | 100 |

Representative turnover decrement rates

|           |       |
|-----------|-------|
| At age 20 | 22.5% |
| At age 35 | 7.5   |
| At age 50 | 1.5   |

Mortality is assumed to occur at the blended nonannuitant/annuitant rates in the RP 2000 table projected with Scale AA. The table includes separate rates for males and females. The value of termination benefits at all ages after vesting and prior to early retirement age is added to the value of retirement benefits to produce the total defined benefit values for all plans.

All employers who sponsor a qualified defined benefit plan are assumed to provide a nonqualified plan that restores any benefits lost due to qualified plan salary and benefit limits.



### Defined Contribution Plan Values

Defined contribution plan values are calculated by using assumptions about City of Alexandria's employee deferrals. The average contribution rates for various pay levels are shown below.

| Annual Salary       | Participating Employee Contributions as a Percent of Pay | Percent of Employees Participating |
|---------------------|--|------------------------------------|
| Under \$30,000      | 2.00%  | 5.2%                               |
| \$30,000 - \$59,999 | 4.60%  | 35.0%                              |
| \$60,000 - \$79,999 | 6.70%  | 60.9%                              |
| \$80,000 - \$99,999 | 8.00%  | 64.4%                              |
| \$100,000 and Over  | 9.00%  | 65.4%                              |

The annual employer matching contribution is calculated for each eligible employee.

Contributions not based on matching employee contributions are calculated and included in the value. Finally, a discount factor is applied reflecting the probability that the employee will leave the employer before vesting in the employer contributions. This discount factor uses the same withdrawal assumptions as the defined benefit plan.

All employers who sponsor a qualified defined contribution plan are assumed to provide a nonqualified plan that restores any employer-provided benefits lost due to qualified plan salary and benefit limits.

### Retiree Medical Plan Values

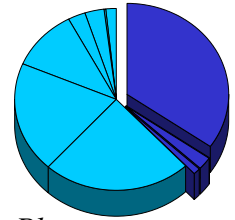
The rates for retiree medical plans are calculated using a simulation model for estimating medical benefit charges and payments. The model simulates the payment of claims by applying the detailed provisions of each employer's early and Medicare-eligible retiree medical plans, less Medicare payments, to a sample retiree population. These rates are then projected to calculate the payments over the life span of each current employee's projected retirement years (including coverage of surviving dependents, if permitted by the plan). Relative values are calculated by discounting the value of projected benefits to the date of the valuation and dividing them by each employee's projected service at retirement to determine the employee's annual accrual. This amount is then allocated to employer and employee-provided value using the projected retiree contributions. The retiree medical calculations use the same turnover, retirement decrements, and interest rate assumptions as the defined benefit plan calculations. Additionally, 75 percent of

retirees are assumed to have a spouse in determining retiree medical values. The medical inflation factor for the current year was assumed to be 9.00 percent, declining to an ultimate rate of 5.00 percent over a 10-year period.

#### Retiree Life Insurance Plan Values

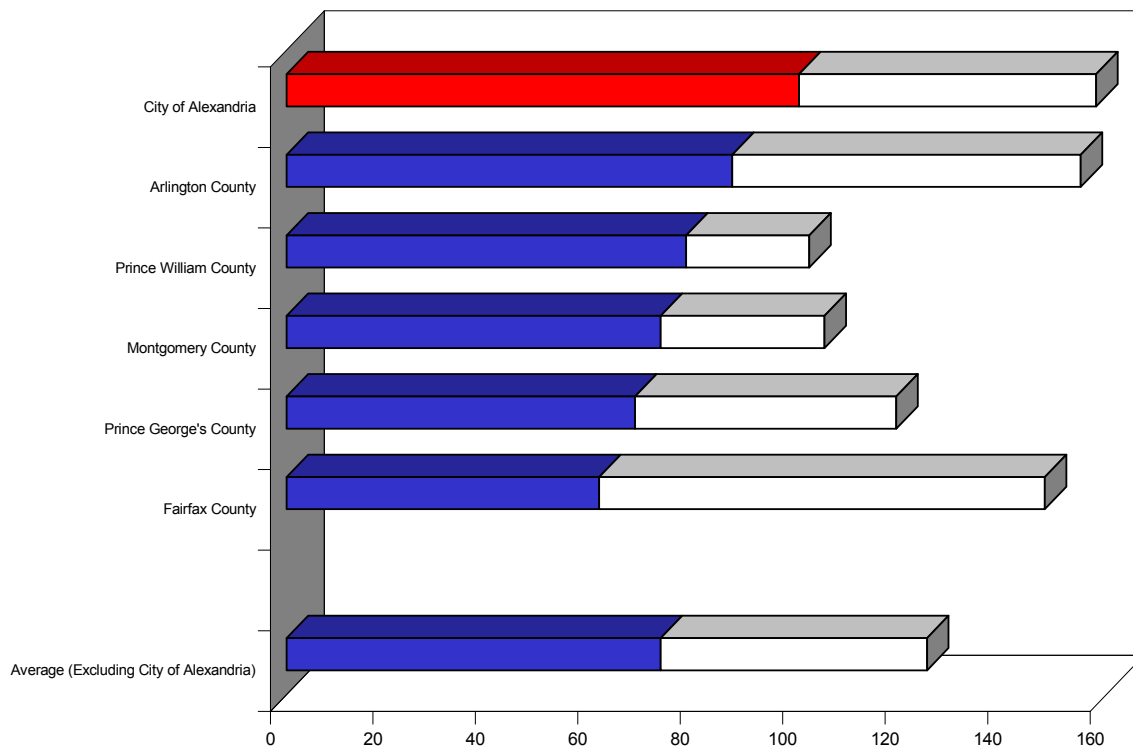
The rates for retiree life insurance plans are developed using workforce data, the plan provisions and the same postretirement mortality basis as used for the defined benefit plan. Relative values are calculated by discounting the values of the expected benefits to the date of the valuation and dividing them by each employee's projected service at retirement to determine the employee's annual accrual. This amount is then allocated to employer and employee-provided value using the projected retiree contributions. The retiree life calculations use the same turnover, retirement decrements, interest rate and salary increase assumptions as the defined benefit plan calculations.

**City of Alexandria - General Employees  
2008 COMPARISON Study  
Retirement Plan Results**

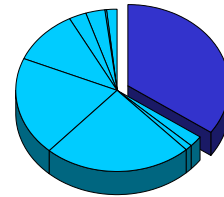


*Includes Defined Benefit, Defined Contribution, Retiree Medical and Retiree Life Plans*

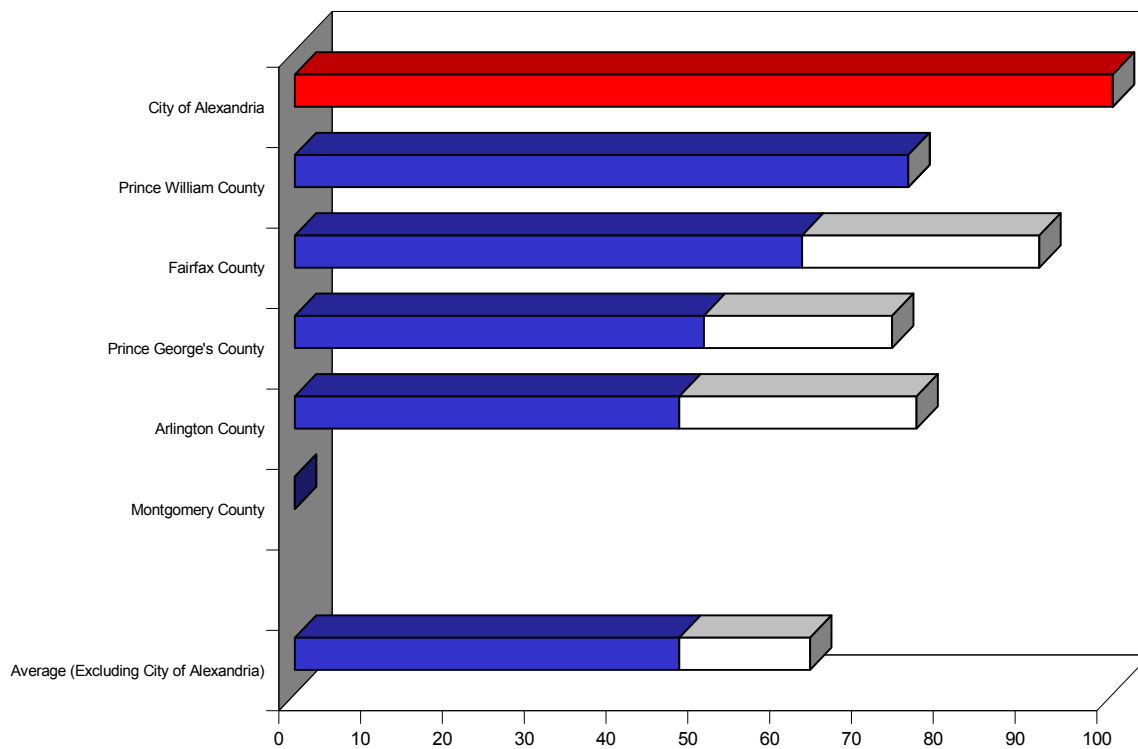
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>58</b>       | <b>158</b>   |
| Arlington County                       | 87              | 68              | 155          |
| Prince William County                  | 78              | 24              | 102          |
| Montgomery County                      | 73              | 32              | 105          |
| Prince George's County                 | 68              | 51              | 119          |
| Fairfax County                         | 61              | 87              | 148          |
| Average (Excluding City of Alexandria) | 73              | 52              | 125          |



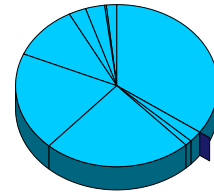
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Defined Benefit Plan Results**



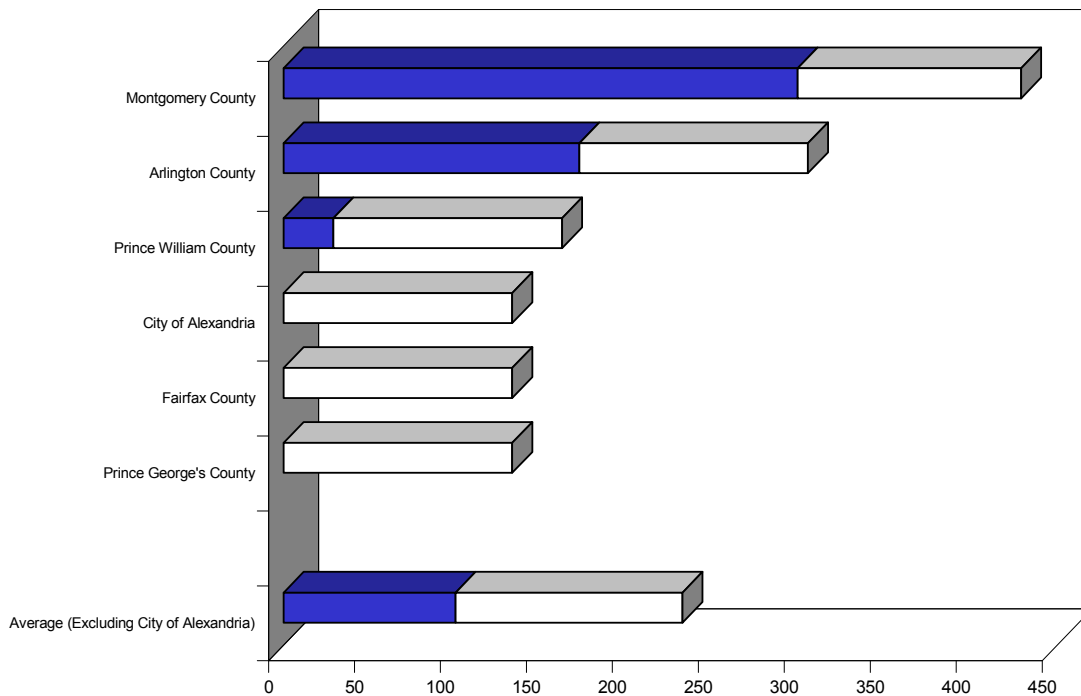
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| <b>City of Alexandria</b>                  | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Prince William County                      | 75              | 0               | 75           |
| Fairfax County                             | 62              | 29              | 91           |
| Prince George's County                     | 50              | 23              | 73           |
| Arlington County                           | 47              | 29              | 76           |
| Montgomery County                          | 0               | 0               | 0            |
| <br>Average (Excluding City of Alexandria) | <br>47          | <br>16          | <br>63       |



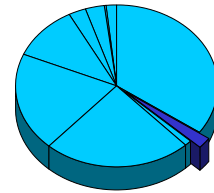
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Defined Contribution Plan Results**



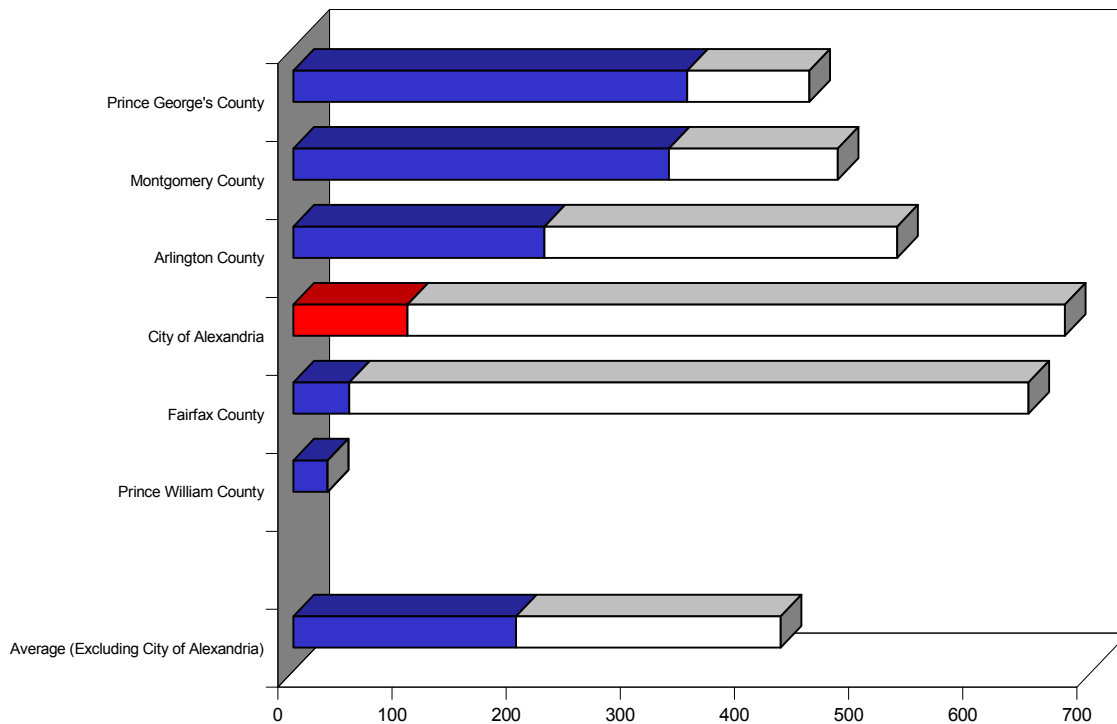
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Montgomery County                          | 299             | 130             | 429          |
| Arlington County                           | 172             | 133             | 305          |
| Prince William County                      | 29              | 133             | 162          |
| <b>City of Alexandria</b>                  | <b>0</b>        | <b>133</b>      | <b>133</b>   |
| Fairfax County                             | 0               | 133             | 133          |
| Prince George's County                     | 0               | 133             | 133          |
| <br>Average (Excluding City of Alexandria) | <br>100         | <br>132         | <br>232      |



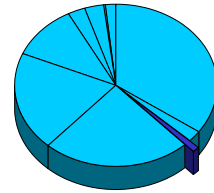
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Retiree Medical Plan Results**



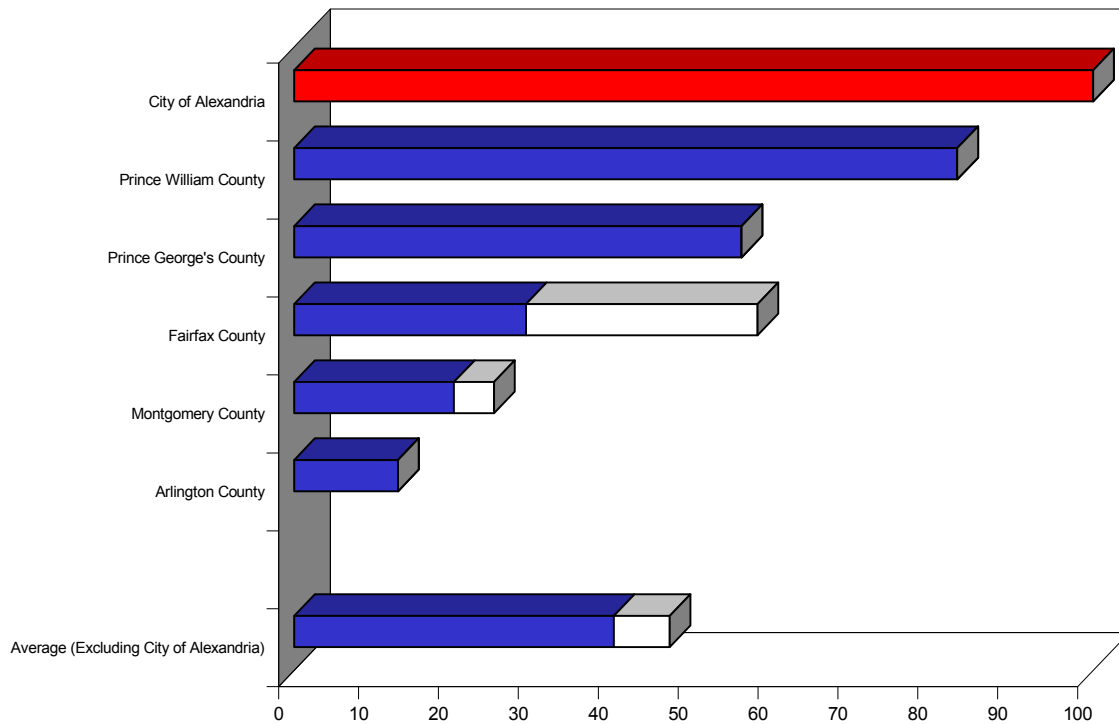
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Prince George's County                 | 345             | 107             | 452          |
| Montgomery County                      | 329             | 148             | 477          |
| Arlington County                       | 220             | 309             | 529          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>576</b>      | <b>676</b>   |
| Fairfax County                         | 49              | 595             | 644          |
| Prince William County                  | 30              | 0               | 30           |
| Average (Excluding City of Alexandria) | 195             | 232             | 427          |



**City of Alexandria - General Employees  
2008 COMPARISON Study  
Retiree Life Insurance Plan Results**



|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| <b>City of Alexandria</b>                  | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Prince William County                      | 83              | 0               | 83           |
| Prince George's County                     | 56              | 0               | 56           |
| Fairfax County                             | 29              | 29              | 58           |
| Montgomery County                          | 20              | 5               | 25           |
| Arlington County                           | 13              | 0               | 13           |
| <br>Average (Excluding City of Alexandria) | <br>40          | <br>7           | <br>47       |



## Retirement Plans – Plan Provisions Summary

### Defined Benefit Plans - Table 1

| Employer                          | Type of Plan                         | Eligibility  | Vesting Schedule         | Normal Form of Benefit                                | Definition of Pay   | Employee Contributions  |
|-----------------------------------|--------------------------------------|--|--------------------------|---|---|---|
| City of Alexandria                | Traditional defined benefit plan     | Any age and any service<br><br>Benefit service commences at date of participation. | 5 years of service: 100% | Single: Life only<br>Married: Life only               | Bonus not included in definition of pay<br><br>Final average pay: 3 years | None  |
| Arlington County Government       | Traditional defined benefit plan     | Any age and any service<br><br>Benefit service commences at date of participation. | 5 years of service: 100% | Single: No default<br>Married: No default             | Bonus not included in definition of pay<br><br>Final average pay: 3 years | 4% of pay   |
| Fairfax County Government         | Traditional defined benefit plan     | Any age and any service<br><br>Benefit service commences at date of hire.          | 5 years of service: 100% | Single: Life only<br>Married: Joint and 50% survivor  | Bonus not included in definition of pay<br><br>Final average pay: 3 years | Plan A (valued): 4.0% of pay up to Social Security wage base plus 5 1/3% of pay in excess of Social Security wage base<br><br>Plan B: 5 1/3% of pay |
| Montgomery County Government      | Defined benefit plan has been frozen | N/A  | N/A                      | N/A   | N/A   | N/A   |
| Prince George's County Government | Traditional defined benefit plan     | Any age and any service<br><br>Benefit service commences at date of hire.          | 5 years of service: 100% | Single: Life only<br>Married: Joint and 50% survivor  | Bonus not included in definition of pay<br><br>Final average pay: 3 years | State plan: 5% of pay over Social Security wage base<br><br>County supplement: Employees pay 50% of the cost of the plan, currently 3.08% of pay    |
| Prince William County Government  | Traditional defined benefit plan     | Any age and any service<br><br>Benefit service commences at date of hire.          | 5 years of service: 100% | Single: Life only<br>Married: Joint and 100% survivor | Bonus not included in definition of pay<br><br>Final average pay: 3 years | State plan: 5.0% (paid by county)   |



**Defined Benefit Plans - Table 2**

| Employer                    | Retirement Rules  | Normal Retirement Benefit  | Early Retirement Benefit   | Supplemental Benefit |
|-----------------------------|---|--|--|----------------------|
| City of Alexandria          | <p>State plan:<br/>Unreduced benefit: Age 50 with 30 years of service; age 65 with 5 years of service</p> <p>Reduced benefit: Age 50 with 10 years of service; age 55 with 5 years of service</p> <p>City supplement:<br/>Unreduced benefit: Age 65 with 5 years of service; age 50 with 30 years of service</p> <p>Reduced benefit: Age 55 with 5 years of service</p> | <p>State plan: 1.7% of final average pay times service.</p> <p>COLA: On July 1 of second calendar year of retirement increased by CPI up to 3% plus half of each percentage increase from 3% to 7% (not to exceed 5% annually). Increases may be made yearly after that (increases are assumed to occur each year for COMPARISON purposes).</p> <p>City supplement: 0.8% of final average pay times service.</p> | <p>State plan: Accrued benefit reduced 6% per year for the first 5 years and 4.8% for each additional year prior to meeting unreduced age or service eligibility requirements (whichever is less). Age 50 with 10 years of service retirement; if age 50 with at least 10 years of service but less than 20 years of service benefit is reduced by age 55 reduction and then by 7.2% per year prior to age 55. If age 50 with 20 to 30 years of service, reduced by service reduction and then by 7.2% per year prior to age 55.</p> <p>City supplement: Accrued benefit reduced 6.67% per year for first 5 years and 3.33% per year for next 5 years.</p> | None                 |
| Arlington County Government | <p>Unreduced benefit: Age 62 with 5 years of service; 80 age/service points; any age with 30 years of service</p> <p>Reduced benefit: Age 55 with 5 years of service; age 54 with 17 years of service; age 53 with 19 years of service; age 52, 51, 50 with 21, 23, 25 years of service</p>   | <p>1.7% of final average pay times service up to 30 years.</p> <p>COLA: After retirement, benefits are increased annually by CPI up to 3% plus 50% of CPI increase in excess of 3% up to a maximum benefit increase of 7.5%.</p>   | Accrued benefit reduced 6% per year prior to unreduced eligibility age.  | None                 |

| Employer                     | Retirement Rules  | Normal Retirement Benefit  | Early Retirement Benefit   | Supplemental Benefit   |
|------------------------------|---|--|--|--|
| City of Alexandria           | <p>State plan:<br/>Unreduced benefit: Age 50 with 30 years of service; age 65 with 5 years of service</p> <p>Reduced benefit: Age 50 with 10 years of service; age 55 with 5 years of service</p> <p>City supplement:<br/>Unreduced benefit: Age 65 with 5 years of service; age 50 with 30 years of service</p> <p>Reduced benefit: Age 55 with 5 years of service</p> | <p>State plan: 1.7% of final average pay times service.</p> <p>COLA: On July 1 of second calendar year of retirement increased by CPI up to 3% plus half of each percentage increase from 3% to 7% (not to exceed 5% annually). Increases may be made yearly after that (increases are assumed to occur each year for COMPARISON purposes).</p> <p>City supplement: 0.8% of final average pay times service.</p>   | <p>State plan: Accrued benefit reduced 6% per year for the first 5 years and 4.8% for each additional year prior to meeting unreduced age or service eligibility requirements (whichever is less). Age 50 with 10 years of service retirement; if age 50 with at least 10 years of service but less than 20 years of service benefit is reduced by age 55 reduction and then by 7.2% per year prior to age 55. If age 50 with 20 to 30 years of service, reduced by service reduction and then by 7.2% per year prior to age 55.</p> <p>City supplement: Accrued benefit reduced 6.67% per year for first 5 years and 3.33% per year for next 5 years.</p> | None   |
| Fairfax County Government    | <p>Unreduced benefit: Age 65 with 5 years of service; age 50 with any service and 80 age/service points</p> <p>Reduced benefit: Age 50 with any service and 75 age/service points</p>   | <p>All employees are automatically enrolled in Plan A but may choose to switch permanently to Plan B within the first 30 days of employment.</p> <p>Plan A: 1.8% of final average pay up to Social Security covered compensation times service, plus 2.0% of final average pay over Social Security covered compensation times service. Benefit is then increased by 3%.</p> <p>Plan B: 2.0% of final average pay times service. Benefit is then increased by 3.0%.</p> <p>Minimum annual benefit amount of \$300.</p> <p>COLA: Effective July 1 and based on the change in the CPI for the Washington Metropolitan Area for the year ending in March, up to a maximum of 4%. If there is an actuarial surplus an additional 1% may be added.</p> <p>Note: For COMPARISON purposes, Plan A valued.</p> | <p>Accrued benefit reduced 1/15 per year from age 65 to age 60 and 1/30 per year from age 60 to age 50.</p>  | <p>Age/service requirements: Age 50 with 80 age and service points</p> <p>Age when supplement terminates: SSNRA</p> <p>Benefit formula: 1.0% of final average pay up to Social Security covered compensation times service. Benefit is then increased by 3.0%.</p> |
| Montgomery County Government | N/A   | N/A  | N/A  | N/A  |

| Employer                          | Retirement Rules  | Normal Retirement Benefit   | Early Retirement Benefit   | Supplemental Benefit |
|-----------------------------------|---|---|--|----------------------|
| City of Alexandria                | <p>State plan:<br/>Unreduced benefit: Age 50 with 30 years of service; age 65 with 5 years of service</p> <p>Reduced benefit: Age 50 with 10 years of service; age 55 with 5 years of service</p> <p>City supplement:<br/>Unreduced benefit: Age 65 with 5 years of service; age 50 with 30 years of service</p> <p>Reduced benefit: Age 55 with 5 years of service</p> | <p>State plan: 1.7% of final average pay times service.</p> <p>COLA: On July 1 of second calendar year of retirement increased by CPI up to 3% plus half of each percentage increase from 3% to 7% (not to exceed 5% annually). Increases may be made yearly after that (increases are assumed to occur each year for COMPARISON purposes).</p> <p>City supplement: 0.8% of final average pay times service.</p>  | <p>State plan: Accrued benefit reduced 6% per year for the first 5 years and 4.8% for each additional year prior to meeting unreduced age or service eligibility requirements (whichever is less). Age 50 with 10 years of service retirement; if age 50 with at least 10 years of service but less than 20 years of service benefit is reduced by age 55 reduction and then by 7.2% per year prior to age 55. If age 50 with 20 to 30 years of service, reduced by service reduction and then by 7.2% per year prior to age 55.</p> <p>City supplement: Accrued benefit reduced 6.67% per year for first 5 years and 3.33% per year for next 5 years.</p> | None                 |
| Prince George's County Government | <p>Unreduced benefit: Age 62 with 5 years of service; age 65 with 2 years of service; any age with 30 years of service; age 63 with 4 years of service; age 64 with 3 years of service</p> <p>Reduced benefit: Age 55 with 15 years of service</p>  | <p>State plan: 0.8% of final average pay up to SSIL times years of service plus 1.5% of final average pay over SSIL times years of service. After retirement, benefits are increased annually by the lesser of the CPI increase or 3% of the original retirement benefit.</p> <p>SSIL is covered compensation as if at Social Security retirement age in the year of termination.</p> <p>County supplement: 1% of final average pay times service up to 30 years (available at age 62 with 5 years of service, age 55 with 15 years of service, or any age with 30 years of service).</p> | <p>State plan: Accrued benefit reduced 6% per year prior to age 62 if less than 30 years of service.</p> <p>County supplement: No reductions.</p>  | None                 |
| Prince William County Government  | <p>Unreduced benefit: Age 65 with 5 years of service; age 50 with 30 years of service</p> <p>Reduced benefit: Age 55 with 5 years of service; age 50 with 10 years of service</p>   | <p>1.7% of final average pay times service.</p> <p>COLA: On July 1 of second calendar year of retirement benefit is increased by CPI up to 3% plus half of each percentage increase from 3% to 7% (not to exceed 5% annually). Increases may be made yearly after that (increases are assumed to occur each year for COMPARISON purposes).</p>  | <p>Accrued benefit reduced 6% per year for the first 5 years and 4.8% for each additional year prior to meeting unreduced age or service eligibility requirements (whichever is less). Age 50 with 10 years of service retirement; if age 50 with at least 10 years of service but less than 20 years of service benefit is reduced by age 55 reduction and then by 7.2% per year prior to age 55. If age 50 with 20 to 30 years of service, reduced by service reduction and then by 7.2% per year prior to age 55.</p>   | None                 |

### Defined Contribution Plans

| Employer                          | Type of Plan | Eligibility   | Definition of Pay                       | Employer Contributions  | Employee Contributions   | Vesting   |
|-----------------------------------|--------------|---|---|---|--|---|
| City of Alexandria                | 457 plan     | Plan participation:<br>Any age and any service<br><br>For employer contributions: N/A                     | Bonus not included in definition of pay | None  | Pretax: IRS limit<br>After-tax: 0%<br>Total: IRS limit   | N/A   |
| Arlington County Government       | 401(a) plan  | Plan participation:<br>Any age and any service<br><br>For employer contributions: Any age and any service | Bonus not included in definition of pay | Nonmatching contribution: 4.2% of pay   | Pretax: 0%<br>After-tax: 100%<br>Total: 100%   | 1 year of service: 20%<br>2 years of service: 40%<br>3 years of service: 60%<br>4 years of service: 80%<br>5 years of service: 100% |
|                                   | 457 plan     | Plan participation:<br>Any age and any service<br><br>For employer contributions: Any age and any service | Bonus not included in definition of pay | Matching contribution: 100% match on contributions of up to \$20 per pay period (26 pay periods) up to a calendar year maximum of \$520. Match is deposited into 401(a) plan. | Pretax: 100%<br>After-tax: 0%<br>Total: 100%   | Immediate: 100%   |
| Fairfax County Government         | 457 plan     | Plan participation:<br>Any age and any service<br><br>For employer contributions: N/A                     | Bonus included in definition of pay     | None  | Pretax: 100%<br>After-tax: 0%<br>Total: 100%   | N/A   |
| Montgomery County Government      | 401(a) plan  | Plan participation:<br>Any age and any service<br><br>For employer contributions: Any age and any service | Bonus not included in definition of pay | Nonmatching contribution: 8% of pay   | Pretax: 4% of pay up to Social Security wage base and 8% of pay over the Social Security wage base         | 3 years of service: 100%  |
| Prince George's County Government | 457 plan     | Plan participation:<br>Any age and any service<br><br>For employer contributions: N/A                     | Bonus not included in definition of pay | None  | Pretax: 25% or \$15,500 (whichever is less)<br>After-tax: 0%<br>Total: 25% or \$15,500 (whichever is less) | N/A   |

| Employer                         | Type of Plan        | Eligibility   | Definition of Pay                       | Employer Contributions                                     | Employee Contributions                                 | Vesting         |
|----------------------------------|---------------------|---|---|--|--|-----------------|
| City of Alexandria               | 457 plan            | Plan participation:<br>Any age and any service<br><br>For employer contributions: N/A                     | Bonus not included in definition of pay | None   | Pretax: IRS limit<br>After-tax: 0%<br>Total: IRS limit | N/A             |
| Prince William County Government | 457 plan            | Plan participation:<br>Any age and any service<br><br>For employer contributions: N/A                     | Bonus not included in definition of pay | None   | Pretax: IRS limit<br>After-tax: 0%<br>Total: IRS limit | N/A             |
|                                  | Money purchase plan | Plan participation:<br>Any age and any service<br><br>For employer contributions: Any age and any service | Bonus not included in definition of pay | Matching contribution: 100% match on contributions of 1.5% | Pretax: 1.5%<br>After-tax: 0%<br>Total: 1.5%           | Immediate: 100% |

### Medical Benefits for Retirees

| Employer                    | Groups Provided Benefits | Age or Service Requirements   | Under Age 65 Coverage Provisions | Age 65 and Over Coverage Provisions  | Monthly Retiree Contributions  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
|-----------------------------|--------------------------|---|----------------------------------|--|--|--|------|--|------|--|----------------|------------|-----------------|------------|-----------------|------------|-----|-----|-----|-----|----------|-----|-----|-----|-----|----------|-----|-----|-----|-----|----------|-----|-----|-----|-----|----------|-----|-----|-----|-----|------|-----|-----|-----|-----|
| City of Alexandria          | All retirees             | <p>Eligibility for plan access: Age 50 with 10 years of service; age 55 with 5 years of service</p> <p>Eligibility for any employer subsidy: Age 50 with 10 years of service; age 55 with 5 years of service</p>  | Same as active plan              | <p>HMO plan<br/>Deductible: None<br/>OOP limit: \$3,500/\$9,400<br/>Inpatient: 100%<br/>Office visit: 100%/\$15</p> <p>Drug coverage: Same as active plan</p> <p>Medicare coordination:<br/>Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined)</p>   | <p>City contributes \$260 per month toward the cost of the plan. This is a fixed amount subject to review each year. For COMPARISON purposes this amount is assumed not to increase with inflation.</p> <p>Limit on employer contribution: \$260.00 per month</p>  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| Arlington County Government | All retirees             | <p>Eligibility for plan access: Age 55 with 5 years of service; any age with 30 years of service; 80 age/service points</p> <p>Eligibility for any employer subsidy: Age 55 with 5 years of service; any age with 30 years of service; any age with 21, 23, 25 years of service and 80 age/service points</p> | Same as active plan              | <p>Medicare Access plus Rx<br/>Deductible: None<br/>OOP limit: \$1,500 per person<br/>Inpatient: 100%/\$100 copay per admission<br/>Office visit: 100%/\$10</p> <p>Drug coverage:<br/>Generic: \$10<br/>Brand on formulary: \$20<br/>Brand not on formulary: \$40<br/>Tier 4 (brand and generic high cost drugs over \$600, not valued): \$40</p> <p>Catastrophic coverage (after \$4,350 in true out-of-pocket costs): 95%</p> <p>Medicare coordination:<br/>Medicare Advantage</p> | <p>Percent of pay varies based on service:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2">&lt; 65</th> <th colspan="2">65 +</th> </tr> <tr> <th><u>Service</u></th> <th><u>Ret</u></th> <th><u>Ret + Sp</u></th> <th><u>Ret</u></th> <th><u>Ret + Sp</u></th> </tr> </thead> <tbody> <tr> <td>&lt; 10 years</td> <td>84%</td> <td>84%</td> <td>82%</td> <td>82%</td> </tr> <tr> <td>10 to 14</td> <td>68%</td> <td>69%</td> <td>64%</td> <td>64%</td> </tr> <tr> <td>15 to 19</td> <td>52%</td> <td>53%</td> <td>46%</td> <td>46%</td> </tr> <tr> <td>20 to 22</td> <td>36%</td> <td>38%</td> <td>28%</td> <td>28%</td> </tr> <tr> <td>23 to 24</td> <td>26%</td> <td>28%</td> <td>17%</td> <td>17%</td> </tr> <tr> <td>25 +</td> <td>20%</td> <td>22%</td> <td>10%</td> <td>10%</td> </tr> </tbody> </table> <p>Limit on employer contribution: \$960.00 per month</p> |  | < 65 |  | 65 + |  | <u>Service</u> | <u>Ret</u> | <u>Ret + Sp</u> | <u>Ret</u> | <u>Ret + Sp</u> | < 10 years | 84% | 84% | 82% | 82% | 10 to 14 | 68% | 69% | 64% | 64% | 15 to 19 | 52% | 53% | 46% | 46% | 20 to 22 | 36% | 38% | 28% | 28% | 23 to 24 | 26% | 28% | 17% | 17% | 25 + | 20% | 22% | 10% | 10% |
|                             | < 65                     |   | 65 +                             |  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| <u>Service</u>              | <u>Ret</u>               | <u>Ret + Sp</u>   | <u>Ret</u>                       | <u>Ret + Sp</u>  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| < 10 years                  | 84%                      | 84%   | 82%                              | 82%  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| 10 to 14                    | 68%                      | 69%   | 64%                              | 64%  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| 15 to 19                    | 52%                      | 53%   | 46%                              | 46%  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| 20 to 22                    | 36%                      | 38%   | 28%                              | 28%  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| 23 to 24                    | 26%                      | 28%   | 17%                              | 17%  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |
| 25 +                        | 20%                      | 22%   | 10%                              | 10%  |  |  |      |  |      |  |                |            |                 |            |                 |            |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |          |     |     |     |     |      |     |     |     |     |

| Employer                     | Groups Provided Benefits | Age or Service Requirements   | Under Age 65 Coverage Provisions | Age 65 and Over Coverage Provisions   | Monthly Retiree Contributions   |         |         |              |      |          |      |          |       |          |       |      |       |
|------------------------------|--------------------------|---|----------------------------------|---|---|---------|---------|--------------|------|----------|------|----------|-------|----------|-------|------|-------|
| City of Alexandria           | All retirees             | Eligibility for plan access: Age 50 with 10 years of service; age 55 with 5 years of service<br><br>Eligibility for any employer subsidy: Age 50 with 10 years of service; age 55 with 5 years of service   | Same as active plan              | HMO plan<br>Deductible: None<br>OOP limit: \$3,500/\$9,400<br>Inpatient: 100%<br>Office visit: 100%/\$15<br><br>Drug coverage: Same as active plan<br><br>Medicare coordination: Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined) | City contributes \$260 per month toward the cost of the plan. This is a fixed amount subject to review each year. For COMPARISON purposes this amount is assumed not to increase with inflation.<br><br>Limit on employer contribution: \$260.00 per month  |         |         |              |      |          |      |          |       |          |       |      |       |
| Fairfax County Government    | All retirees             | Eligibility for plan access: Any age and any service<br><br>Eligibility for any employer subsidy: Age 55 with 5 years of service  | Same as active plan              | Same as active plan<br><br>Medicare coordination: Maintenance of benefits (subtracts Medicare payments from covered charges before calculating benefits)  | Varies based on age and service:<br><br>Under age 55: Retiree-pay-all<br><br>Age 55 and over receive a monthly subsidy from employer:<br><br><table border="1"> <thead> <tr> <th>Service</th> <th>Subsidy</th> </tr> </thead> <tbody> <tr> <td>5 to 9 years</td> <td>\$30</td> </tr> <tr> <td>10 to 14</td> <td>\$65</td> </tr> <tr> <td>15 to 19</td> <td>\$155</td> </tr> <tr> <td>20 to 24</td> <td>\$190</td> </tr> <tr> <td>25 +</td> <td>\$220</td> </tr> </tbody> </table> | Service | Subsidy | 5 to 9 years | \$30 | 10 to 14 | \$65 | 15 to 19 | \$155 | 20 to 24 | \$190 | 25 + | \$220 |
| Service                      | Subsidy                  |   |                                  |   |   |         |         |              |      |          |      |          |       |          |       |      |       |
| 5 to 9 years                 | \$30                     |   |                                  |   |   |         |         |              |      |          |      |          |       |          |       |      |       |
| 10 to 14                     | \$65                     |   |                                  |   |   |         |         |              |      |          |      |          |       |          |       |      |       |
| 15 to 19                     | \$155                    |   |                                  |   |   |         |         |              |      |          |      |          |       |          |       |      |       |
| 20 to 24                     | \$190                    |   |                                  |   |   |         |         |              |      |          |      |          |       |          |       |      |       |
| 25 +                         | \$220                    |   |                                  |   |   |         |         |              |      |          |      |          |       |          |       |      |       |
| Montgomery County Government | All retirees             | Eligibility for plan access: Age 45 with 15 years of service; age 41 with 20 years of service<br><br>Eligibility for any employer subsidy: Age 45 with 15 years of service; age 41 with 20 years of service | Same as active plan              | Same as active plan<br><br>Medicare coordination: Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined)  | Average retiree contribution is 31% of premium  |         |         |              |      |          |      |          |       |          |       |      |       |

| Employer                          | Groups Provided Benefits | Age or Service Requirements  | Under Age 65 Coverage Provisions | Age 65 and Over Coverage Provisions  | Monthly Retiree Contributions   |
|-----------------------------------|--------------------------|--|----------------------------------|--|---|
| City of Alexandria                | All retirees             | <p>Eligibility for plan access: Age 50 with 10 years of service; age 55 with 5 years of service</p> <p>Eligibility for any employer subsidy: Age 50 with 10 years of service; age 55 with 5 years of service</p>   | Same as active plan              | <p>HMO plan<br/>Deductible: None<br/>OOP limit: \$3,500/\$9,400<br/>Inpatient: 100%<br/>Office visit: 100%/\$15</p> <p>Drug coverage: Same as active plan</p> <p>Medicare coordination:<br/>Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined)</p>   | <p>City contributes \$260 per month toward the cost of the plan. This is a fixed amount subject to review each year. For COMPARISON purposes this amount is assumed not to increase with inflation.</p> <p>Limit on employer contribution: \$260.00 per month</p> |
| Prince George's County Government | All retirees             | <p>Eligibility for plan access: Age 62 with 5 years of service; age 55 with 15 years of service; any age with 30 years of service</p> <p>Eligibility for any employer subsidy: Age 62 with 5 years of service; age 55 with 15 years of service; any age with 30 years of service</p> | Same as active plan              | <p>POS plan<br/>In-network:<br/>Deductible: None<br/>OOP limit: None<br/>Inpatient: 100%/\$100 copay per admission<br/>Office visit: 100%/\$15</p> <p>Out-of-network:<br/>Deductible: \$250/\$500<br/>OOP limit: \$2,000/\$5,000<br/>Inpatient: 80%<br/>Office visit: 80%</p> <p>Drug coverage: Same as active plan</p> <p>Medicare coordination:<br/>Maintenance of benefits (subtracts Medicare payments from covered charges before calculating benefits)</p> | <p>Under age 65:<br/>Retiree only: \$57<br/>Retiree + spouse: \$114</p> <p>Age 65 and over:<br/>Retiree only: \$40<br/>Retiree + spouse: \$81</p>   |
| Prince William County Government  | All retirees             | <p>Eligibility for plan access: Any age with 15 years of service</p> <p>Eligibility for any employer subsidy: N/A</p>  | Stipend only                     | Stipend only   | <p>All retirees: \$5.50 times years of service up to 30 years</p> <p>Limit on employer contribution: Employer stipend amount is assumed not to increase with inflation</p>  |



### Life Insurance for Retirees

| Employer                          | Groups Provided Benefits | Age or Service Requirements   | Life Insurance Amount  | Retiree Contributions   |
|-----------------------------------|--------------------------|---|--|---|
| City of Alexandria                | All retirees             | Any age with 5 years of service   | Retirees under age 65: 100% of preretirement amount<br><br>Retirees age 65 and over: Preretirement amount is reduced by 25% per year beginning January 1 following 65th birthday until it reaches 25% of the original value  | None  |
| Arlington County Government       | All retirees             | Age 55 with 5 years of service; any age with 30 years of service; age 54, 53, 52, 51, 50 with 17, 19, 21, 23, 25 years of service and 80 age/service points | Retirees under age 65: \$10,000<br><br>Retirees age 65 and over: \$8,000   | None  |
| Fairfax County Government         | All retirees             | Any age and any service   | Retirees under age 65: 100% of preretirement amount<br><br>Retirees age 65 and over: Reduces to 65% of preretirement coverage at age 65 or retirement, whichever occurs first. Reduces to 30% at age 70.   | 50% of premium  |
| Montgomery County Government      | All retirees             | Age 45 with 15 years of service; age 41 with 20 years of service  | Retirees under age 65: Receive 5% of preretirement amount for each year of service up to 100% of preretirement amount. On the 5th anniversary of retirement, and on each following anniversary, the amount reduces by 10% of initial retirement amount down to a minimum of 25% of initial retirement amount.<br><br>Retirees age 65 and over: Under age 65 formula applies for determining the initial postretirement amount, but the amount is then immediately reduced to 25% | Retirees under age 65: Average retiree contribution is 31% of premium<br><br>Retirees age 65 and over: None |
| Prince George's County Government | All retirees             | Age 55 with 15 years of service; age 62 with 5 years of service; any age with 30 years of service   | Preretirement benefit reduces by 15% at retirement and by same dollar amount each of next 4 anniversaries  | None  |
| Prince William County Government  | All retirees             | Age 50 with 10 years of service; age 55 with 5 years of service   | Preretirement amount reduces by 25% on January 1 following 1 year of retirement and 25% each January 1 thereafter until it reaches 25% of its original value   | None  |

**City of Alexandria - General Employees**  
**2008 COMPARISON Study**  
**Health Plans**

**Summary of Results**

The health plans group consists of the medical plan and dental plan for each employer. City of Alexandria ranks as follows:

| Benefit | City of Alexandria's Value | Comparison Group Average Benefit Value | City of Alexandria's Ranking in Comparison Group | Benefit Value as a Percentage of City of Alexandria's Total Program |
|---------|----------------------------|--|--|---|
| Health  | 100                        | 95                                     | Tied for 2nd                                     | 24  |
| Medical | 100                        | 89                                     | 1st  | 24  |
| Dental  | 0                          | 100                                    | Tied for 5th                                     | 0   |

With managed care plans, interpreting the value of medical plans to employees is complex. In addition to the standard relative cost values, this study includes a report on the percent of covered expenses that are paid by the plan as an additional measure of the value of the medical plan. These values are included with the medical plan rankings on page 34. For an explanation on how these values are calculated, refer to page 31.

**Medical Plan Values**

Medical plan assumptions are determined by using the actual employee medical elections summarized in the following table.

| Medical Coverage  | Count | Percent of Employees |
|-------------------|-------|----------------------|
| Employee Only     | 592   | 37%                  |
| Employee + Family | 797   | 50%                  |
| No Coverage       | 216   | 13%                  |
| TOTAL             | 1,605 | 100%                 |

Medical plan values are calculated by using a simulation model that estimates medical costs by paying claims using the benefit provisions of each employer. The model is based on recent

claims data that reflect current charge and utilization patterns in employer based plans. The claims database is derived from commercial data representing approximately four million covered lives and tracks medical service utilization in over 60 service categories.

The model uses the detailed provisions of each employer's medical plan and the demographic characteristics used for the client (age, gender and medical election) to develop the estimated claims and payments for each of the medical plans valued.

These costs vary with plan provisions such as individual and family deductibles, plan payment percentages, employee copays, individual and family out-of-pocket limits, plan maximums and prescription drug coverage provisions.

Generally, the same claims and assumptions are used for all medical plans except the level of medical management is assumed to be lower in fee for service plans than in the other plan types. The in-network utilization assumption is 90% for Preferred Provider Plans and 95% for Point of Service plans. Out-of-area benefits are not valued.

The employer value is equal to the total value of the plan minus the employee value. The employee value is the contribution required for plan participation. The employee value does not include payments by the employee for deductibles or required copayments. If the employer has reported their employee contribution as a percentage of plan costs, then that percentage is used to compute the employee contribution. If the percent of the cost paid by the employee is not known, then the dollar value of the required employee contribution is used.

As with the other benefits valued by COMPARISON, the medical plan values represent COMPARISON calculations of idealized employer cost, not the value perceived by the employee.

For employers that pay employees who decline medical coverage, the employer value of the medical plan for these employees is equal to the amount of the opt out credit.

### Percent of Covered Medical Expenses Paid by the Plan

To assist in evaluating medical plans, an additional column of information is included on the medical table on page 34. This is the percent of covered expenses that are paid by the plan, or the benefit ratio. For example, a benefit ratio of 84 percent would indicate that of the total medical claims, 84 percent of the cost is paid by the medical plan. The remaining 16 percent

represents amounts paid by the employee for deductibles, coinsurance, copayments and charges not covered by the plan.

These values are intended to accurately reflect the differences in the plan designs and have not been calibrated to reflect City of Alexandria's experience.

### Dental Plan Values

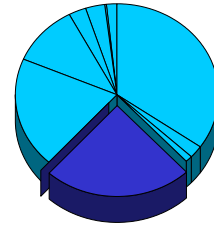
Dental plan values are calculated using a proprietary model developed by Watson Wyatt Worldwide. The model estimates the expected charges in a number of significant categories and applies each plan's provisions to determine the plans' expected benefit payments. The model is calibrated to utilization norms by service category from large national dental carriers, as well as Watson Wyatt Worldwide survey data on premiums for employer-sponsored plans.

The total value of each dental plan equals the sum of the rates calculated for each eligible employee. The employer value is equal to this total value minus the employee contributions required for participation. The employee value is the contribution required for plan participation. The employee value does not include payments by the employee for deductibles or required copayments. If the employer has reported their employee contribution as a percentage of plan costs, then that percentage is used to compute the employee contribution. If the percent of the cost paid by the employee is not known, then the dollar value of the required employee contribution is used.

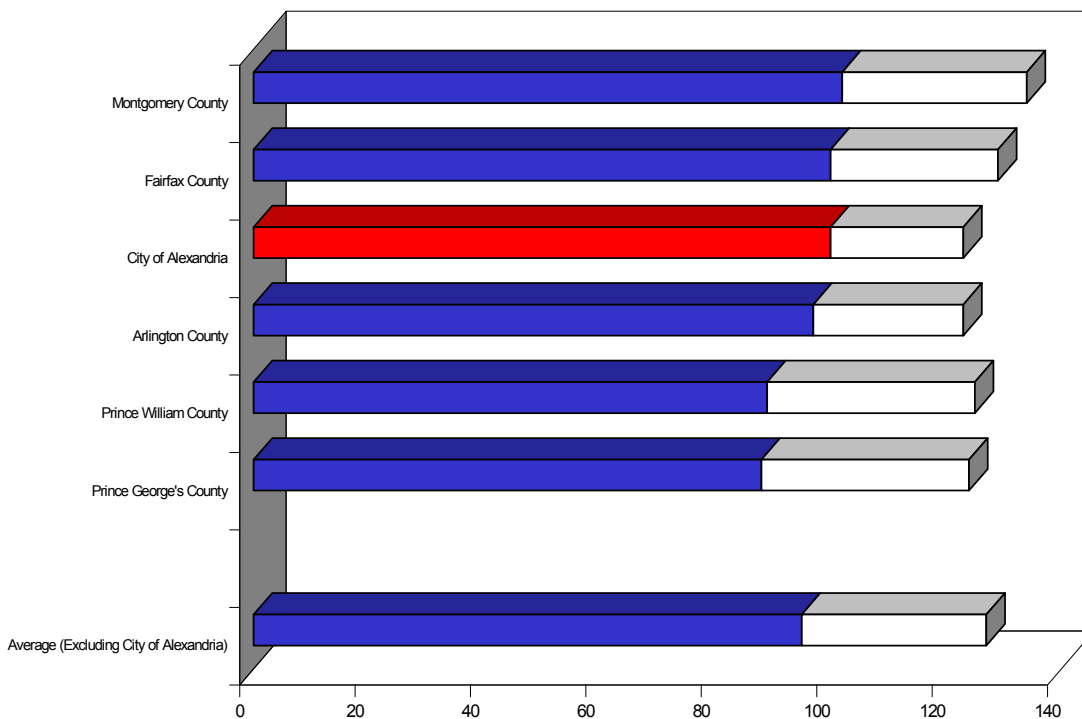
The medical plan coverage status (i.e., employee only, employee plus spouse, employee plus child, and employee plus family) is also used to determine coverage status under the dental plan. For employers that pay employees who decline dental coverage, the employer value of the dental plan for these employees is equal to the amount of the opt out credit. Employees who declined medical coverage are assumed to also decline dental coverage.

**City of Alexandria - General Employees  
2008 COMPARISON Study  
Health Benefit Results**

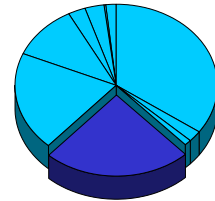
*Includes Medical and Dental Plans*



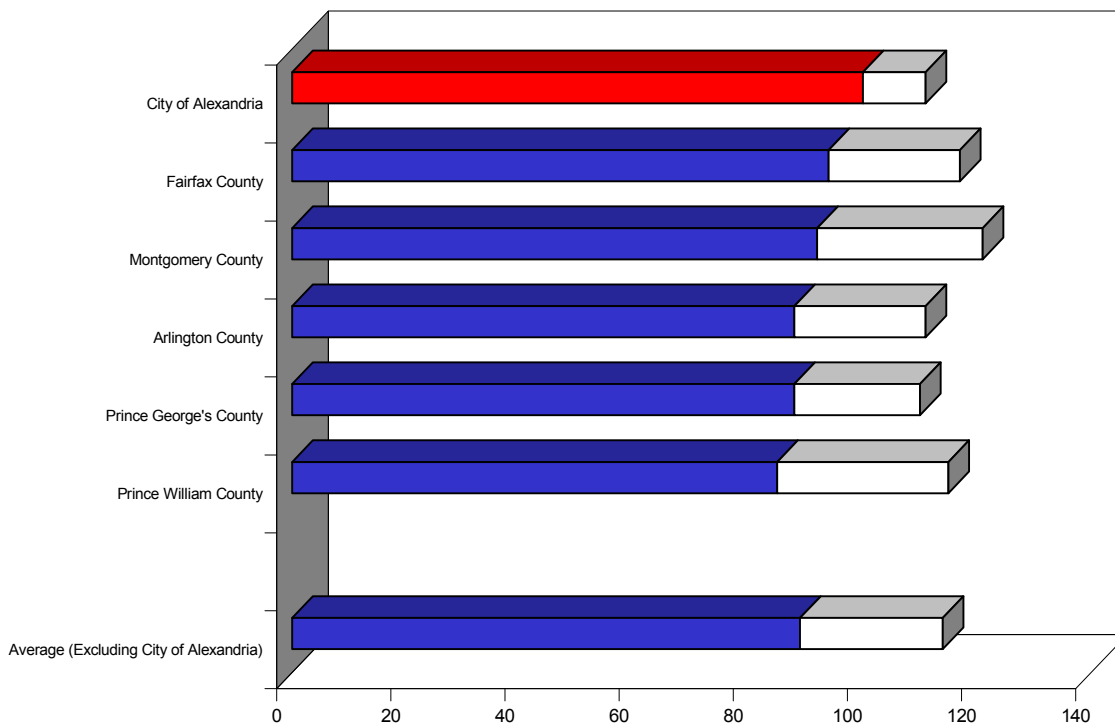
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Montgomery County                      | 102             | 32              | 134          |
| Fairfax County                         | 100             | 29              | 129          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>23</b>       | <b>123</b>   |
| Arlington County                       | 97              | 26              | 123          |
| Prince William County                  | 89              | 36              | 125          |
| Prince George's County                 | 88              | 36              | 124          |
| Average (Excluding City of Alexandria) | 95              | 32              | 127          |



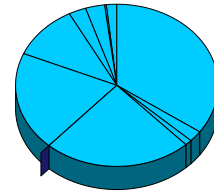
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Medical Plan Results**



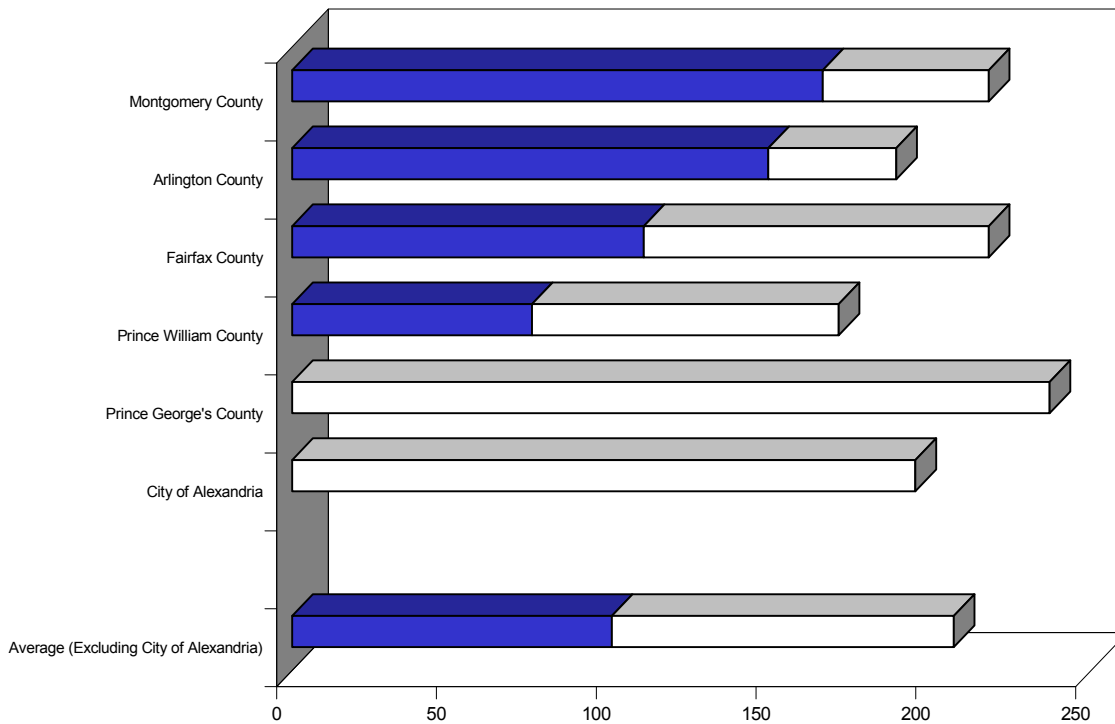
|  | Values     |           |            | Percent of<br>Claims Paid |
|--|------------|-----------|------------|---------------------------|
|  | Employer   | Employee  | Total      |                           |
| <b>City of Alexandria</b>              | <b>100</b> | <b>11</b> | <b>111</b> | <b>91.0%</b>              |
| Fairfax County                         | 94         | 23        | 117        | 90.9%                     |
| Montgomery County                      | 92         | 29        | 121        | 94.4%                     |
| Arlington County                       | 88         | 23        | 111        | 90.8%                     |
| Prince George's County                 | 88         | 22        | 110        | 89.6%                     |
| Prince William County                  | 85         | 30        | 115        | 86.1%                     |
| Average (Excluding City of Alexandria) | 89         | 25        | 114        | 90.4%                     |



**City of Alexandria - General Employees  
2008 COMPARISON Study  
Dental Plan Results**



|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Montgomery County                      | 166             | 52              | 218          |
| Arlington County                       | 149             | 40              | 189          |
| Fairfax County                         | 110             | 108             | 218          |
| Prince William County                  | 75              | 96              | 171          |
| Prince George's County                 | 0               | 237             | 237          |
| <b>City of Alexandria</b>              | <b>0</b>        | <b>195</b>      | <b>195</b>   |
| Average (Excluding City of Alexandria) | 100             | 107             | 207          |



## Health Plans – Plan Provisions Summary

Medical - Table 1

| Employer                          | Most Representative Plan              | Eligibility                                 | Monthly Opt Out Credit | Employee Monthly Contributions  |
|-----------------------------------|---------------------------------------|---|------------------------|---|
| City of Alexandria                | Health Maintenance Organization (HMO) | First of month following 30 days of service | No credit              | EE: 10%<br>EE + family: 10%   |
| Arlington County Government       | Health Maintenance Organization (HMO) | First of month following date of hire       | No credit              | EE: 19%<br>EE + spouse: 23%<br>EE + child(ren): 22%<br>EE + family: 23% |
| Fairfax County Government         | Point of Service (POS)                | Immediate                                   | No credit              | EE: 15%<br>EE + 1: 25%<br>EE + 2: 25%                                   |
| Montgomery County Government      | Point of Service (POS)                | Immediate                                   | No credit              | EE: 24%<br>EE + 1: 24%<br>EE + 2: 24%                                   |
| Prince George's County Government | Health Maintenance Organization (HMO) | 45 days of service                          | \$33.33                | EE: 20%<br>EE + 1: 20%<br>EE + 2: 20%                                   |
| Prince William County Government  | Preferred Provider Organization (PPO) | First of month following date of hire       | No credit (assumed)    | EE: 18%<br>EE + spouse: 36%<br>EE + child(ren): 36%<br>EE + family: 36% |



**Medical - Table 2**

| <b>Employer</b>             | <b>Most Representative Plan</b> | <b>Annual Deductibles</b>  | <b>Coinsurance</b>  | <b>Employee Copay Amounts</b>   | <b>Out-of-Pocket Limits</b>  | <b>Prescription Drug Coverage</b>   |
|-----------------------------|---------------------------------|--|---|---|--|---|
| City of Alexandria          | HMO plan                        | Individual: None<br>Family: None   | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%  | Outpatient surgery: \$50<br>Physician office visits: \$15<br>Specialist office visits: \$25<br>Emergency care: \$75<br>(waived if admitted)                                       | Individual: \$3,500<br>Family: \$9,400   | Kaiser pharmacy:<br>Generic: \$10<br>Brand on formulary: \$20<br>Brand not on formulary: \$35<br><br>Retail pharmacy (not valued):<br>Generic: \$20<br>Formulary brand: \$40<br>Non-formulary brand: \$55<br><br>Mail order:<br>Generic: \$12<br>Brand on formulary: \$27<br>Brand not on formulary: \$50 |
| Arlington County Government | HMO plan                        | Individual: None<br>Family: None   | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%  | Hospitalization: \$100<br>copay per admission<br>Outpatient surgery: \$50<br>Physician office visits: \$10<br>Specialist office visits: \$20<br>Emergency care: \$100             | Individual: None<br>Family: None   | Retail:<br>Generic: \$10<br>Brand on formulary: \$20<br>Brand not on formulary: \$40<br><br>Mail order:<br>Generic: \$20<br>Brand on formulary: \$40<br>Brand not on formulary: \$80  |
| Fairfax County Government   | POS plan                        | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network:<br>Individual: \$250<br>Family: \$500 | In-network:<br>Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%<br><br>Out-of-network:<br>Hospitalization: 70%<br>Outpatient surgery: 70%<br>Physician office visits: 70%<br>Specialist office visits: 70%<br>Emergency care: 100% with<br>\$50 copay if true emergency;<br>otherwise 70% | In-network:<br>Outpatient surgery: \$25<br>Physician office visits: \$10<br>Specialist office visits: \$10<br>Emergency care: \$50<br><br>Out-of-network:<br>Emergency care: \$50 | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network:<br>Individual: \$2,500<br>Family: \$5,000 | Retail:<br>Generic: \$10<br>Brand on formulary: \$20<br>Brand not on formulary: \$35<br><br>Mail order:<br>Generic: \$20<br>Brand on formulary: \$40<br>Brand not on formulary: \$70  |

| Employer                     | Most Representative Plan | Annual Deductibles   | Coinsurance   | Employee Copay Amounts  | Out-of-Pocket Limits   | Prescription Drug Coverage  |
|------------------------------|--------------------------|--|---|---|--|---|
| City of Alexandria           | HMO plan                 | Individual: None<br>Family: None   | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%  | Outpatient surgery: \$50<br>Physician office visits: \$15<br>Specialist office visits: \$25<br>Emergency care: \$75<br>(waived if admitted) | Individual: \$3,500<br>Family: \$9,400   | Kaiser pharmacy:<br>Generic: \$10<br>Brand on formulary: \$20<br>Brand not on formulary: \$35<br><br>Retail pharmacy (not valued):<br>Generic: \$20<br>Formulary brand: \$40<br>Non-formulary brand: \$55<br><br>Mail order:<br>Generic: \$12<br>Brand on formulary: \$27<br>Brand not on formulary: \$50 |
| Montgomery County Government | POS plan                 | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network:<br>Individual: \$300<br>Family: \$600 | In-network:<br>Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%<br><br>Out-of-network:<br>Hospitalization: 80%<br>Outpatient surgery: 80%<br>Physician office visits: 80%<br>Specialist office visits: 80%<br>Emergency care: 80% | In-network:<br>Physician office visits: \$10<br>Specialist office visits: \$10<br>Emergency care: \$25<br><br>Out-of-network:<br>None       | In and out-of-network:<br>Individual: \$1,000<br>Family: Each family member must meet the individual limit | Retail:<br>Generic: \$4<br>Brand: \$8<br><br>Mail order:<br>Generic: \$4<br>Brand: \$8<br><br>Note: Prescription drugs are covered under a separate plan (Caremark); carved out of the POS and UHC HMO medical plans. Prescription drugs are covered under the Kaiser HMO plan.                           |

| Employer                          | Most Representative Plan | Annual Deductibles   | Coinsurance   | Employee Copay Amounts   | Out-of-Pocket Limits   | Prescription Drug Coverage   |
|-----------------------------------|--------------------------|--|---|--|--|--|
| City of Alexandria                | HMO plan                 | Individual: None<br>Family: None   | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%  | Outpatient surgery: \$50<br>Physician office visits: \$15<br>Specialist office visits: \$25<br>Emergency care: \$75<br>(waived if admitted)  | Individual: \$3,500<br>Family: \$9,400   | Kaiser pharmacy:<br>Generic: \$10<br>Brand on formulary: \$20<br>Brand not on formulary: \$35<br><br>Retail pharmacy (not valued):<br>Generic: \$20<br>Formulary brand: \$40<br>Non-formulary brand: \$55<br><br>Mail order:<br>Generic: \$12<br>Brand on formulary: \$27<br>Brand not on formulary: \$50  |
| Prince George's County Government | HMO plan                 | Individual: None<br>Family: None   | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%  | Hospitalization: \$100<br>copay per admission<br>Outpatient surgery: \$50<br>Physician office visits: \$15<br>Specialist office visits: \$20<br>Emergency care: \$50   | Individual: None<br>Family: None   | Deductible: \$50 per person<br><br>Retail:<br>Generic: \$10<br>Brand on formulary: 80% (\$20<br>minimum, \$50 maximum)<br>Brand not on formulary: 70%<br>(\$40 minimum, \$50 maximum)<br><br>Mail order:<br>Generic: \$20<br>Brand on formulary: 80% (\$40<br>minimum, \$100 maximum)<br>Brand not on formulary: 70%<br>(\$80 minimum, \$100<br>maximum) |
| Prince William County Government  | PPO plan                 | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network:<br>Individual: \$400<br>Family: \$800 | In-network:<br>Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100%<br><br>Out-of-network:<br>Hospitalization: 70%<br>Outpatient surgery: 70%<br>Physician office visits: 70%<br>Specialist office visits: 70%<br>Emergency care: 70% | In-network:<br>Hospitalization: \$350<br>copay per admission<br>Outpatient surgery: \$100<br>Physician office visits: \$20<br>Specialist office visits: \$35<br>Emergency care: \$100<br><br>Out-of-network:<br>None | In-network:<br>Individual: \$1,500<br>Family: \$3,000<br><br>Out-of-network:<br>Individual: \$2,500<br>Family: \$5,000 | Retail:<br>Generic: \$10<br>Brand on formulary: \$30<br>Brand not on formulary: \$45<br><br>Mail order:<br>Generic: \$20<br>Brand on formulary: \$60<br>Brand not on formulary: \$90   |

**Kaiser HMO - Table 1 (Not Valued)**

| <b>Employer</b>                   | <b>Representative Plan</b>                   | <b>Eligibility</b>                    | <b>Monthly Opt Out Credit</b> | <b>Employee Monthly Contributions</b>                                   |
|-----------------------------------|--|---------------------------------------|-------------------------------|---|
| City of Alexandria                | See active medical table 1 for provisions    | N/A                                   | N/A                           | N/A   |
| Arlington County Government       | Kaiser Health Maintenance Organization (HMO) | First of month following date of hire | No credit                     | EE: 17%<br>EE + spouse: 21%<br>EE + child(ren): 20%<br>EE + family: 21% |
| Fairfax County Government         | Kaiser Health Maintenance Organization (HMO) | Immediate                             | No credit                     | EE: 15%<br>EE + 1: 25%<br>EE + 2: 25%                                   |
| Montgomery County Government      | Kaiser Health Maintenance Organization (HMO) | Immediate                             | No credit                     | EE: 24%<br>EE + 1: 24%<br>EE + 2: 24%                                   |
| Prince George's County Government | Data not available                           | N/A                                   | N/A                           | N/A   |
| Prince William County Government  | Not applicable                               | N/A                                   | N/A                           | N/A   |

**Kaiser HMO - Table 2 (Not Valued)**

| <b>Employer</b>                   | <b>Representative Plan</b>                | <b>Annual Deductibles</b>        | <b>Coinsurance</b>   | <b>Employee Copay Amounts</b>  | <b>Out-of-Pocket Limits</b>            | <b>Prescription Drug Coverage</b>  |
|-----------------------------------|---|----------------------------------|--|--|--|--|
| City of Alexandria                | See active medical table 2 for provisions | N/A                              | N/A  | N/A  | N/A                                    | N/A  |
| Arlington County Government       | Kaiser HMO plan                           | Individual: None<br>Family: None | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100% | Hospitalization: \$100 copay per admission<br>Outpatient surgery: \$50<br>Physician office visits: \$10<br>Specialist office visits: \$20<br>Emergency care: \$100 | Individual: None<br>Family: None       | Retail:<br>Generic: \$20<br>Brand on formulary: \$45<br>Brand not on formulary: \$60<br><br>Mail order:<br>Generic: \$13<br>Brand on formulary: \$23<br>Brand not on formulary: \$38   |
| Fairfax County Government         | Kaiser HMO plan                           | Individual: None<br>Family: None | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100% | Physician office visits: \$10<br>Specialist office visits: \$10<br>Emergency care: \$50  | Individual: None<br>Family: None       | Kaiser pharmacy:<br>Generic: \$10<br>Brand on formulary: \$20<br>Brand not on formulary: \$35<br><br>Retail pharmacy:<br>Generic: \$20<br>Brand on formulary: \$40<br>Brand not on formulary: \$55<br><br>Mail order:<br>Generic: \$16<br>Brand on formulary: \$36<br>Brand not on formulary: \$66 |
| Montgomery County Government      | Kaiser HMO plan                           | Individual: None<br>Family: None | Hospitalization: 100%<br>Outpatient surgery: 100%<br>Physician office visits: 100%<br>Specialist office visits: 100%<br>Emergency care: 100% | Physician office visits: \$5<br>Specialist office visits: \$5<br>Emergency care: \$50  | Individual: \$3,500<br>Family: \$9,400 | Kaiser pharmacy:<br>Generic: \$5<br><br>Retail pharmacy (60-day supply):<br>Generic: \$15<br><br>Mail order (60-day supply):<br>Generic: \$15  |
| Prince George's County Government | N/A                                       | N/A                              | N/A  | N/A  | N/A                                    | N/A  |
| Prince William County Government  | N/A                                       | N/A                              | N/A  | N/A  | N/A                                    | N/A  |

## Dental

| Employer                    | Eligibility                           | Annual Deductibles   | Dental Coverage   | Annual Dental Maximum  | Orthodontic Coverage  | Employee Monthly Contribution   |
|-----------------------------|---------------------------------------|--|---|--|---|---|
| City of Alexandria          | First of month following date of hire | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network (not valued):<br>Individual: \$50<br>Family: \$150   | In-network:<br>Diagnostic: 100%<br>Minor restorative: 60% to 80% (an average of 70% valued)<br>Endodontic: 60%<br>Other major restorative: 60%<br><br>Out-of-network (not valued):<br>Diagnostic: 100%<br>Minor restorative: 75%<br>Endodontic: 50%<br>Other major restorative: 50%<br><br>Note: There is a \$10 copay per office visit   | In-network: None<br><br>Out-of-network (not valued): \$1,000 | In-network: 40% with no lifetime maximum<br><br>Out-of-network (not valued): No coverage                                      | EE: 100%<br>EE + 1: 100%<br>EE + 2: 100%<br><br>Opt out: No credit                                |
| Arlington County Government | First of month following date of hire | In and out-of-network:<br>Individual: \$55<br>Family: \$110<br><br>Deductible applies to all services except diagnostic.   | In and out-of-network:<br>Diagnostic: 100%<br>Minor restorative: 80%<br>Endodontic: 80%<br>Other major restorative: 50%   | In and out-of-network: \$1,290                               | In and out-of-network: 50% with a lifetime maximum of \$1,250   | EE: 21%<br>EE + spouse: 24%<br>EE + child(ren): 19%<br>EE + family: 21%<br><br>Opt out: No credit |
| Fairfax County Government   | First of month following date of hire | In and out-of-network:<br>Individual: \$50<br>Family: Each family member must meet the individual deductible up to a maximum of 3<br><br>Deductible applies to all services except diagnostic. | Dental coverage is a three tier PPO:<br><br>In-network:<br>Diagnostic: 100%<br>Minor restorative: 90%<br>Endodontic: 60%<br>Other major restorative: 60%<br><br>In-network premier network (not valued):<br>Diagnostic: 100%<br>Minor restorative: 80%<br>Endodontic: 50%<br>Other major restorative: 50%<br><br>Out-of-network (not valued):<br>Diagnostic: 80%<br>Minor restorative: 80%<br>Endodontic: 50%<br>Other major restorative: 50% | In and out-of-network: \$2,000                               | In-network: 50% with a lifetime maximum of \$2,000<br><br>Out-of-network (not valued): 35% with a lifetime maximum of \$2,000 | EE: 50%<br>EE + 1: 50%<br>EE + 2: 50%<br><br>Opt out: No credit                                   |

| Employer                          | Eligibility                           | Annual Deductibles  | Dental Coverage   | Annual Dental Maximum  | Orthodontic Coverage  | Employee Monthly Contribution                                      |
|-----------------------------------|---------------------------------------|---|---|--|---|--|
| City of Alexandria                | First of month following date of hire | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network (not valued):<br>Individual: \$50<br>Family: \$150  | In-network:<br>Diagnostic: 100%<br>Minor restorative: 60% to 80% (an average of 70% valued)<br>Endodontic: 60%<br>Other major restorative: 60%<br><br>Out-of-network (not valued):<br>Diagnostic: 100%<br>Minor restorative: 75%<br>Endodontic: 50%<br>Other major restorative: 50%<br><br>Note: There is a \$10 copay per office visit | In-network: None<br><br>Out-of-network (not valued): \$1,000 | In-network: 40% with no lifetime maximum<br><br>Out-of-network (not valued): No coverage                                      | EE: 100%<br>EE + 1: 100%<br>EE + 2: 100%<br><br>Opt out: No credit |
| Montgomery County Government      | Immediate                             | Individual: \$50<br>Family: \$150<br><br>Deductible applies to all services except diagnostic.  | Diagnostic: 100%<br>Minor restorative: 80%<br>Endodontic: 80%<br>Other major restorative: 60%   | \$2,000  | 60% with a lifetime maximum of \$1,000  | EE: 24%<br>EE + 1: 24%<br>EE + 2: 24%<br><br>Opt out: No credit    |
| Prince George's County Government | 45 days of service                    | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network (not valued):<br>Individual: \$25<br>Family: Each family member must meet the individual deductible | In-network:<br>Diagnostic: 100%<br>Minor restorative: 100%<br>Endodontic: 60%<br>Other major restorative: 60%<br><br>Out-of-network (not valued):<br>Diagnostic: 100%<br>Minor restorative: 100%<br>Endodontic: 50%<br>Other major restorative: 50% (lifetime maximum: \$1,000)   | In and out-of-network: \$1,500                               | In-network: 60% with a lifetime maximum of \$1,500<br><br>Out-of-network (not valued): 50% with a lifetime maximum of \$1,500 | EE: 100%<br>EE + 1: 100%<br>EE + 2: 100%<br><br>Opt out: No credit |

| Employer                         | Eligibility                           | Annual Deductibles  | Dental Coverage  | Annual Dental Maximum  | Orthodontic Coverage   | Employee Monthly Contribution  |
|----------------------------------|---------------------------------------|---|--|--|--|--|
| City of Alexandria               | First of month following date of hire | In-network:<br>Individual: None<br>Family: None<br><br>Out-of-network (not valued):<br>Individual: \$50<br>Family: \$150                                | In-network:<br>Diagnostic: 100%<br>Minor restorative: 60% to 80% (an average of 70% valued)<br>Endodontic: 60%<br>Other major restorative: 60%<br><br>Out-of-network (not valued):<br>Diagnostic: 100%<br>Minor restorative: 75%<br>Endodontic: 50%<br>Other major restorative: 50%<br><br>Note: There is a \$10 copay per office visit  | In-network: None<br><br>Out-of-network (not valued): \$1,000 | In-network: 40% with no lifetime maximum<br><br>Out-of-network (not valued): No coverage                       | EE: 100%<br>EE + 1: 100%<br>EE + 2: 100%<br><br>Opt out: No credit   |
| Prince William County Government | First of month following date of hire | Core and enhanced plan:<br>Individual: \$50<br>Family: \$150<br><br>Deductible applies to minor restorative, endodontic and major restorative services. | Core plan:<br>Diagnostic: 80%<br>Minor restorative: 70%<br>Endodontic: 70%<br>Other major restorative: 50%<br><br>Enhanced plan:<br>Diagnostic: 100%<br>Minor restorative: 70%<br>Endodontic: 70%<br>Other major restorative: 50%<br><br>Note: 50% of employees are in the Core plan and 50% are in the Enhanced plan. For COMPARISON purposes, both plans are valued with equal weight. | Core plan: \$1,000<br><br>Enhanced plan: \$2,000             | Core plan: 50% with a lifetime maximum of \$1,000<br><br>Enhanced plan: 50% with a lifetime maximum of \$2,000 | Core plan:<br>EE: 49%<br>EE + 1: 49%<br>EE + 2: 50%<br><br>Enhanced plan:<br>EE: 61%<br>EE + 1: 60%<br>EE + 2: 61%<br><br>Opt out: No credit |



## City of Alexandria - General Employees

### 2008 COMPARISON Study

#### Paid Time Off Plans

#### Summary of Results

The paid time off plans group (PTO) consists of the vacation plan, the holiday plan and the sick leave plan for each employer. City of Alexandria ranks as follows:

| Benefit       | City of Alexandria's Value | Comparison Group Average Benefit Value | City of Alexandria's Ranking in Comparison Group | Benefit Value as a Percentage of City of Alexandria's Total Program |
|---------------|----------------------------|--|--|---|
| Paid Time Off | 100                        | 107                                    | 6th  | 33  |
| Vacation      | 100                        | 104                                    | 6th  | 20  |
| Holiday       | 100                        | 112                                    | 6th  | 11  |
| Sick          | 100                        | 107                                    | 6th  | 3   |

#### Vacation and Holiday

Vacation and holiday plan values are calculated by multiplying each eligible employee's daily pay rate by the number of days that the employee receives under the plan. It is assumed that employees take all leave or receive cash for the current year's accrual.

#### Sick Leave

Values for all disability benefit programs (sick leave, STD and LTD) are calculated together and then allocated to the individual benefits based on the following definitions:

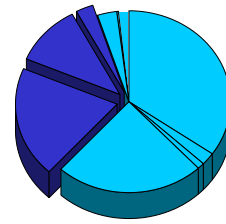
| Type of Disability | Duration                            |
|--------------------|-------------------------------------|
| Sick Leave         | First 10 working days               |
| STD                | From day 11 through the sixth month |
| LTD                | After the sixth month               |

This breakdown is used in order to eliminate differences in plan values that result from terminology. The value of sick leave plans is then included in the Paid Time Off (PTO) group to facilitate comparison with the plans of employers that have paid time off programs that include additional vacation days in lieu of sick leave. Sick leave carryover is not valued, since the

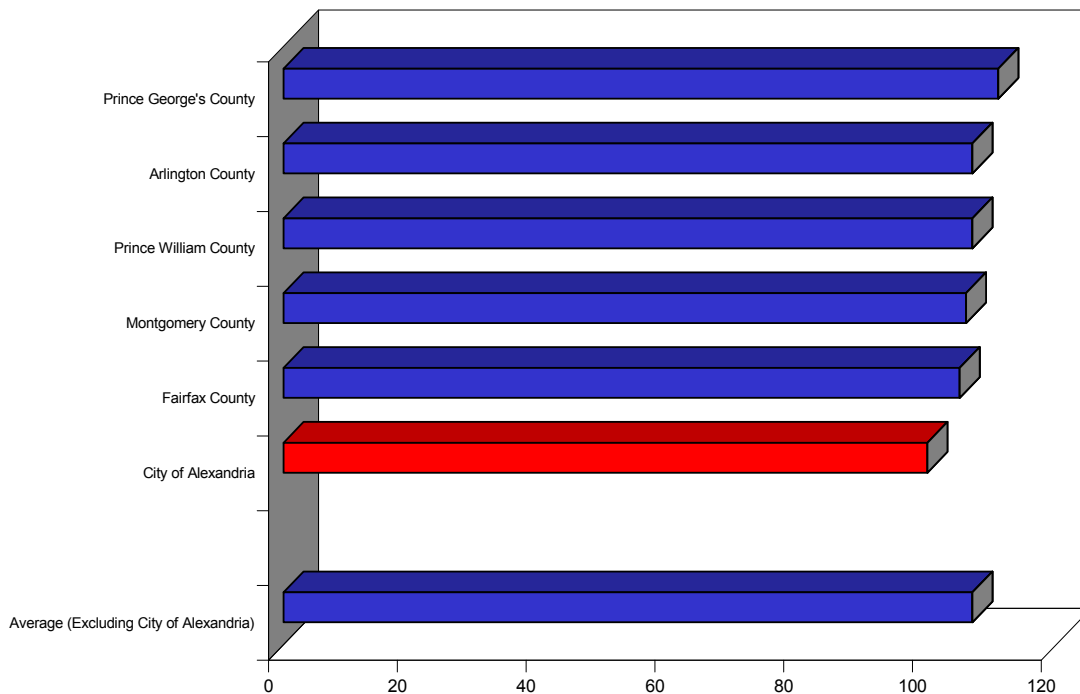
benefit cost is attributable to the current year. STD and LTD values are included in the Security group (see p. 53).

**City of Alexandria - General Employees  
2008 COMPARISON Study  
Paid Time Off Benefit Results**

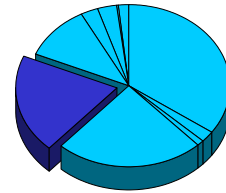
*Includes Vacation, Holiday and Sick Leave Plans*



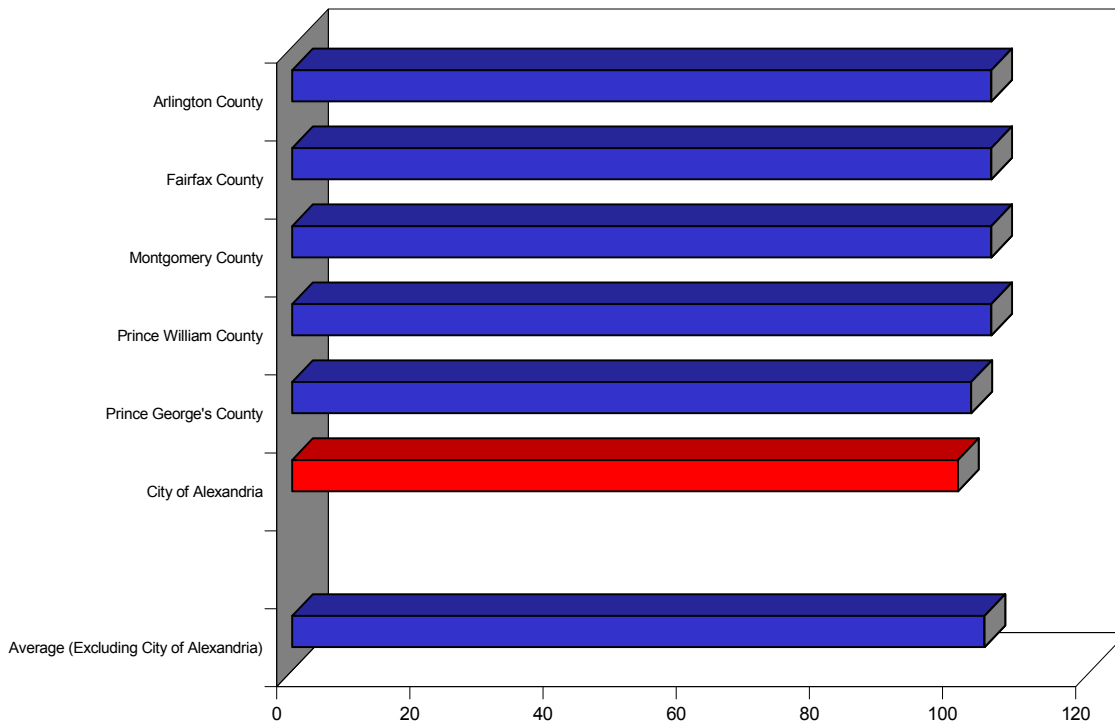
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Prince George's County                 | 111             | 0               | 111          |
| Arlington County                       | 107             | 0               | 107          |
| Prince William County                  | 107             | 0               | 107          |
| Montgomery County                      | 106             | 0               | 106          |
| Fairfax County                         | 105             | 0               | 105          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Average (Excluding City of Alexandria) | 107             | 0               | 107          |



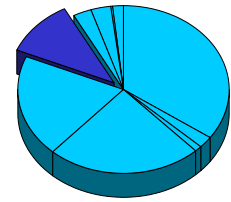
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Vacation Plan Results**



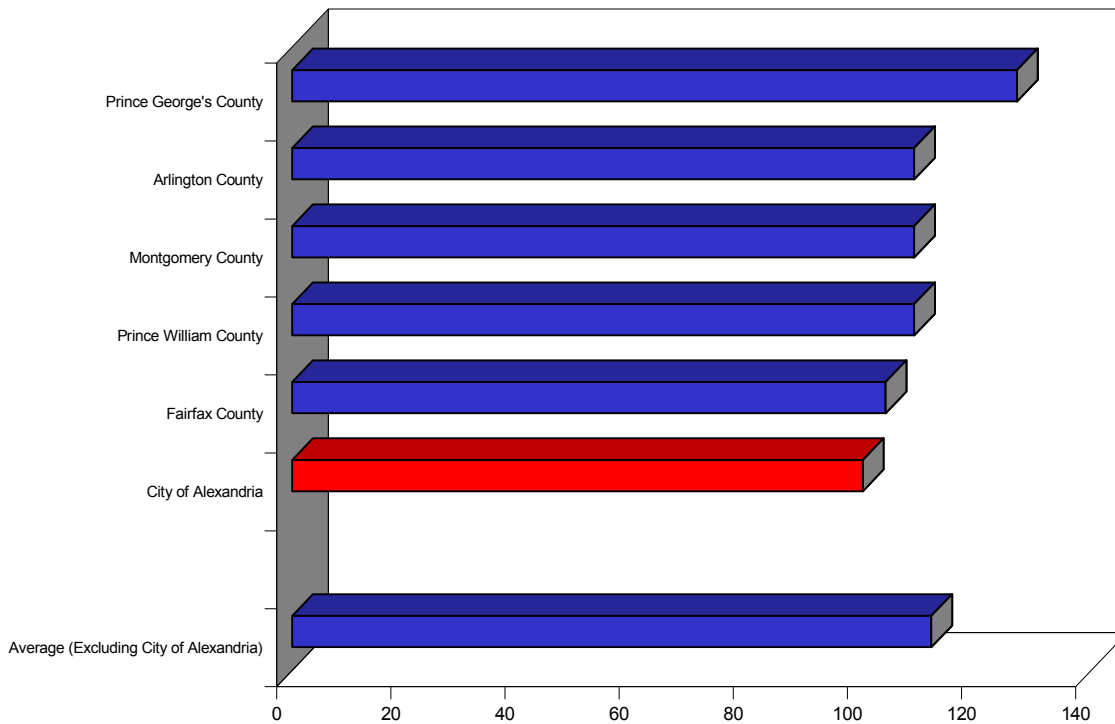
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Arlington County                       | 105             | 0               | 105          |
| Fairfax County                         | 105             | 0               | 105          |
| Montgomery County                      | 105             | 0               | 105          |
| Prince William County                  | 105             | 0               | 105          |
| Prince George's County                 | 102             | 0               | 102          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Average (Excluding City of Alexandria) | 104             | 0               | 104          |



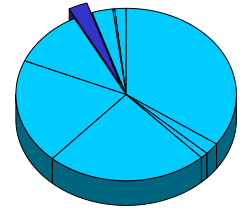
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Holiday Plan Results**



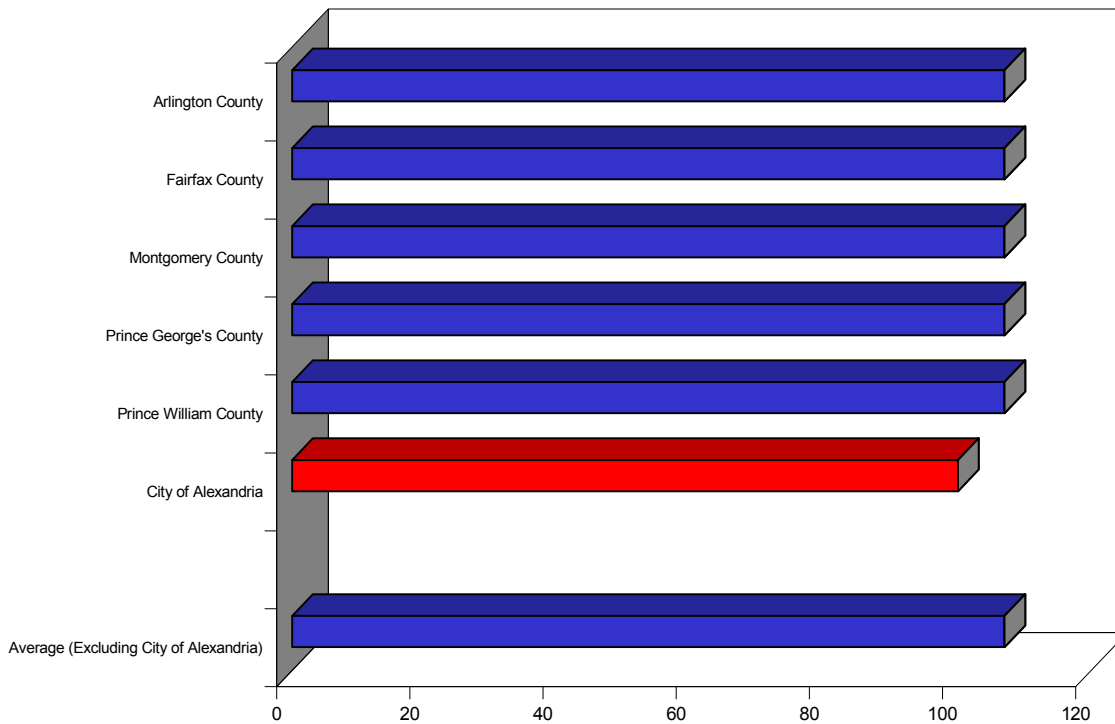
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Prince George's County                 | 127             | 0               | 127          |
| Arlington County                       | 109             | 0               | 109          |
| Montgomery County                      | 109             | 0               | 109          |
| Prince William County                  | 109             | 0               | 109          |
| Fairfax County                         | 104             | 0               | 104          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Average (Excluding City of Alexandria) | 112             | 0               | 112          |



**City of Alexandria - General Employees  
2008 COMPARISON Study  
Sick Leave Plan Results**



|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Arlington County                       | 107             | 0               | 107          |
| Fairfax County                         | 107             | 0               | 107          |
| Montgomery County                      | 107             | 0               | 107          |
| Prince George's County                 | 107             | 0               | 107          |
| Prince William County                  | 107             | 0               | 107          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Average (Excluding City of Alexandria) | 107             | 0               | 107          |



## Paid Time Off Plans – Plan Provisions Summary

### Vacation and Holiday

| Employer                          | Vacation Eligibility | Vacation Schedule for One or More Years of Service   | Fixed Holidays | Floating Holidays or Personal Days |
|-----------------------------------|----------------------|--|----------------|------------------------------------|
| City of Alexandria                | Immediate            | 1 year: 13 days<br>2 years: 14 days<br>3 years: 15 days<br>4 years: 16 days<br>5 years: 17 days<br>6 years: 18 days<br>7 years: 19 days<br>8 years: 20 days<br>9 years: 21 days<br>10 years: 22 days<br>11 years: 23 days<br>12 or more years: 24 days | 11 days        | None                               |
| Arlington County Government       | Immediate            | 1 to 2 years: 13 days<br>3 to 5 years: 16.25 days<br>6 to 8 years: 19.50 days<br>9 to 11 years: 22.75 days<br>12 or more years: 26 days  | 12 days        | None                               |
| Fairfax County Government         | Immediate            | 1 to 2 years: 13 days<br>3 to 14 years: 19.5 days<br>15 or more years: 26 days   | 11.5 days      | None                               |
| Montgomery County Government      | Immediate            | 1 to 3 years: 15 days<br>4 to 15 years: 20 days<br>16 or more years: 26 days   | 9 days         | 3 floating holidays/personal days  |
| Prince George's County Government | Immediate            | 1 to 3 years: 13 days<br>4 to 15 years: 19.5 days<br>16 or more years: 26 days   | 11 days        | 3 personal days                    |
| Prince William County Government  | Immediate            | 1 to 2 years: 13 days<br>3 to 5 years: 16.25 days<br>6 to 8 years: 19.50 days<br>9 to 11 years: 22.75 days<br>12 or more years: 26 days  | 12 days        | None                               |

### Sick Leave

| Employer                          | Eligibility | Number of Sick Leave Days per Year with One or More Years of Service   |
|-----------------------------------|-------------|--|
| City of Alexandria                | Immediate   | 8 days   |
| Arlington County Government       | Immediate   | 13 days  |
| Fairfax County Government         | Immediate   | 13 days  |
| Montgomery County Government      | Immediate   | 15 days  |
| Prince George's County Government | Immediate   | 14.5 days  |
| Prince William County Government  | Immediate   | 13 days<br><br>Upon employment employees may give 1 day of sick leave to get 45 days in a sick leave bank to be used for short term disability. There is a 45 day waiting period before days from the sick leave bank can be used. Note: Not valued for COMPARISON purposes. |



## City of Alexandria - General Employees

### 2008 COMPARISON Study

#### Security Plans

#### Summary of Results

The security plans group consists of the life insurance plan, short term disability plan (STD) and long term disability plan (LTD) for each employer. City of Alexandria ranks as follows:

| Benefit        | City of Alexandria's Value | Comparison Group Average Benefit Value | City of Alexandria's Ranking in Comparison Group | Benefit Value as a Percentage of City of Alexandria's Total Program |
|----------------|----------------------------|--|--|---|
| Security       | 100                        | 49                                     | 1st  | 5   |
| Life Insurance | 100                        | 64                                     | 2nd  | 3   |
| STD            | 100                        | 170                                    | 6th  | 0   |
| LTD            | 100                        | 2                                      | 1st  | 2   |

#### Life Insurance Plan Values

Benefit calculations are made on a one-year term cost basis for both basic life and AD&D insurance. The rates used are derived from the unisex age-based rate table of a major insurer. Survivor benefits that are payable from defined benefit plans are not valued.

#### Disability Benefit Plan Values

Values for all disability benefit programs (sick leave, STD and LTD) are calculated together and then allocated to individual benefit areas based on the following definitions:

| Type of Disability | Duration                            |
|--------------------|-------------------------------------|
| Sick Leave         | First 10 working days               |
| STD                | From day 11 through the sixth month |
| LTD                | After the sixth month               |

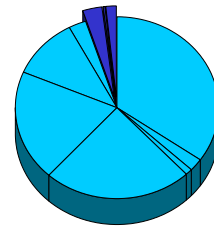
Sick leave results are included in the Paid Time Off group (see page 45). This breakdown is used in order to eliminate differences in plan values that result from terminology. For example, Employer A might have up to six months of sick leave, but not have an STD program. Employer B might have two weeks of sick leave, but offer an STD benefit after the expiration of sick leave. Applying the employer definitions of disability would show Employer A with a generous sick

leave plan, but the STD value would be zero. Employer B would have a substantially lower sick leave value, but would have an STD value. Applying the functional definitions listed above eliminates this variance in values that is solely due to the terminology a particular employer uses to describe benefits.

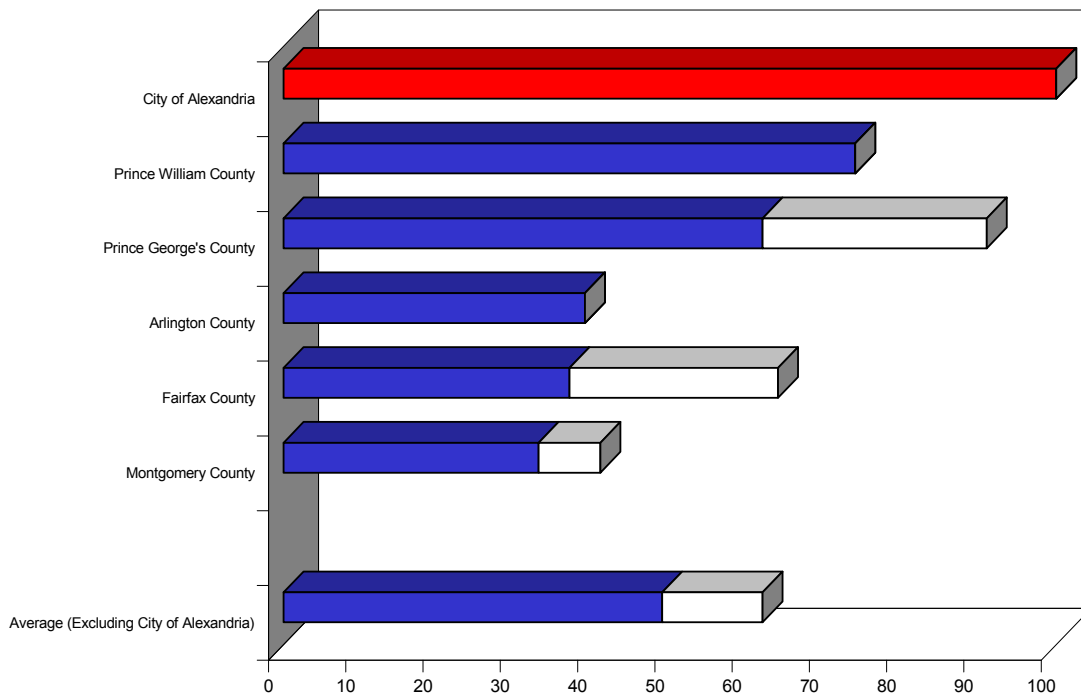
The one-year term cost for disability values is calculated based on a Society of Actuaries table that provides rates based on the age and sex of each employee. The benefit value is reduced by the value of the individual or family Social Security benefit starting at 26 weeks. Plans offset by individual Social Security typically rank higher than plans offset by family Social Security since the employer must pay a greater share of the allowed benefit.

**City of Alexandria - General Employees  
2008 COMPARISON Study  
Security Benefit Results**

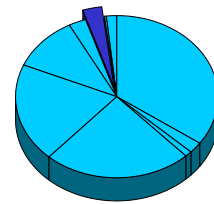
*Includes Life Insurance, STD and LTD Plans*



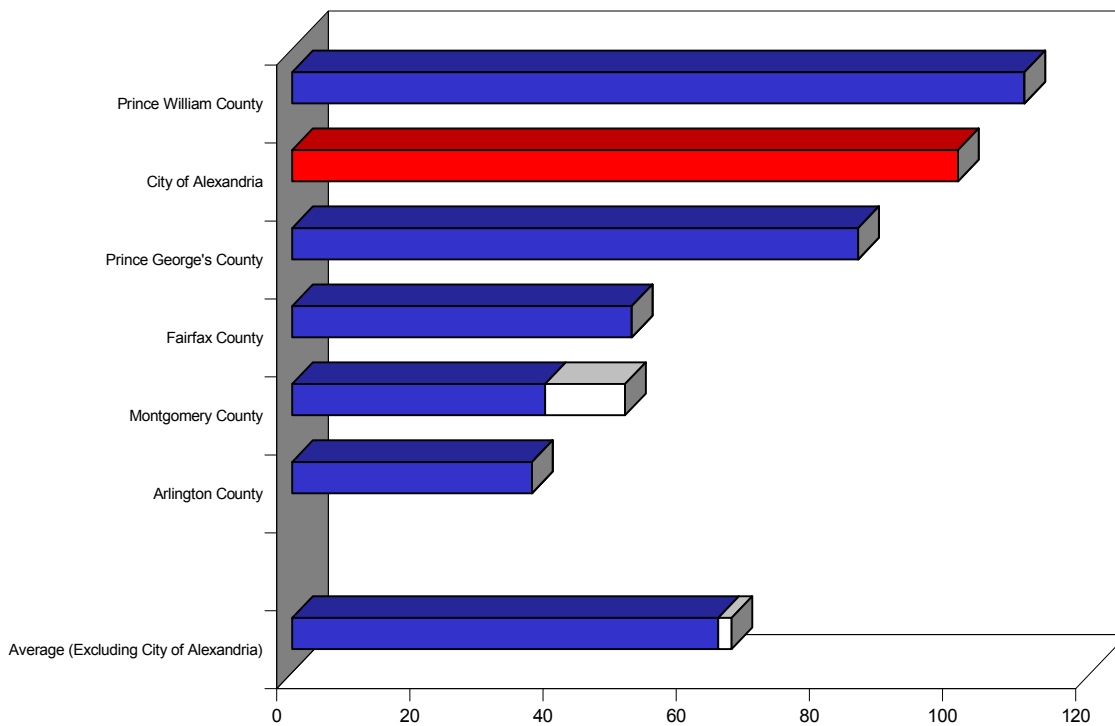
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| <b>City of Alexandria</b>                  | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Prince William County                      | 74              | 0               | 74           |
| Prince George's County                     | 62              | 29              | 91           |
| Arlington County                           | 39              | 0               | 39           |
| Fairfax County                             | 37              | 27              | 64           |
| Montgomery County                          | 33              | 8               | 41           |
| <br>Average (Excluding City of Alexandria) | <br>49          | <br>13          | <br>62       |



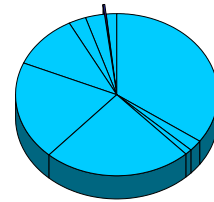
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Life Insurance Plan Results**



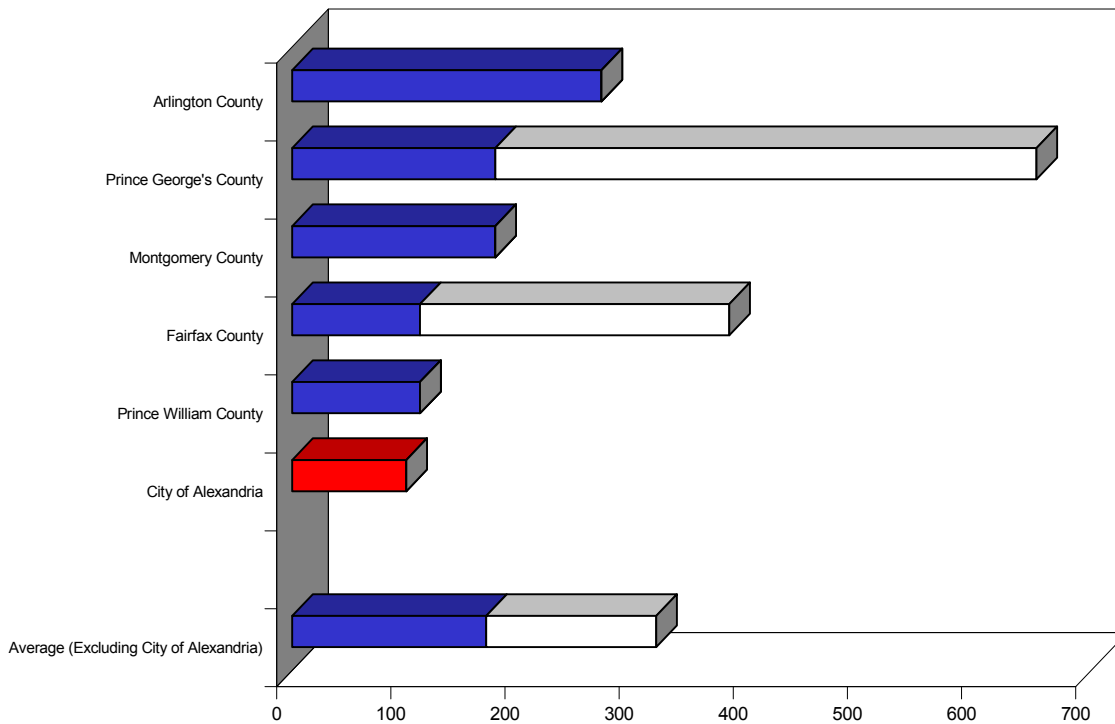
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Prince William County                  | 110             | 0               | 110          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Prince George's County                 | 85              | 0               | 85           |
| Fairfax County                         | 51              | 0               | 51           |
| Montgomery County                      | 38              | 12              | 50           |
| Arlington County                       | 36              | 0               | 36           |
| Average (Excluding City of Alexandria) | 64              | 2               | 66           |



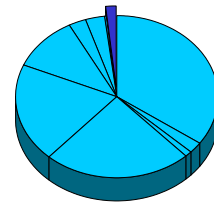
**City of Alexandria - General Employees  
2008 COMPARISON Study  
Short Term Disability Plan Results**



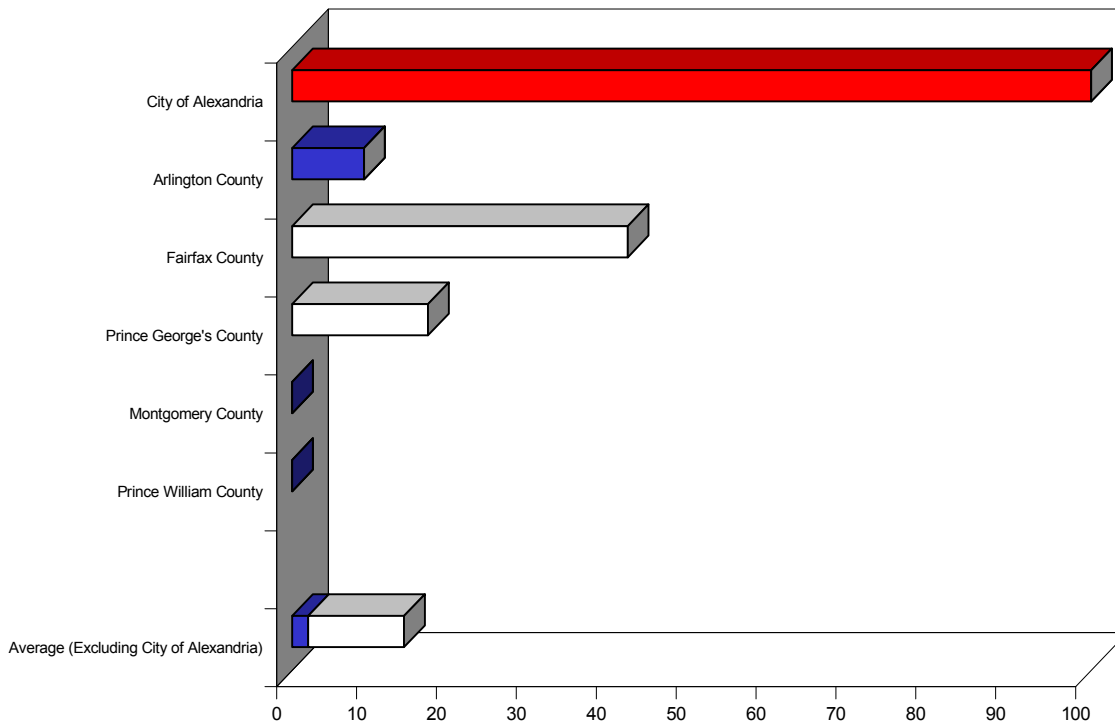
|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| Arlington County                       | 271             | 0               | 271          |
| Prince George's County                 | 178             | 474             | 652          |
| Montgomery County                      | 178             | 0               | 178          |
| Fairfax County                         | 112             | 271             | 383          |
| Prince William County                  | 112             | 0               | 112          |
| <b>City of Alexandria</b>              | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Average (Excluding City of Alexandria) | 170             | 149             | 319          |



**City of Alexandria - General Employees  
2008 COMPARISON Study  
Long Term Disability Plan Results**



|  | Values          |                 |              |
|--|-----------------|-----------------|--------------|
|  | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
| <b>City of Alexandria</b>                  | <b>100</b>      | <b>0</b>        | <b>100</b>   |
| Arlington County                           | 9               | 0               | 9            |
| Fairfax County                             | 0               | 42              | 42           |
| Prince George's County                     | 0               | 17              | 17           |
| Montgomery County                          | 0               | 0               | 0            |
| Prince William County                      | 0               | 0               | 0            |
| <br>Average (Excluding City of Alexandria) | <br>2           | <br>12          | <br>14       |



## Security Plans – Plan Provisions Summary

### Life Insurance

| Employer                          | Eligibility                                 | Basic Life Insurance Amount  | Basic Life Insurance Employee Monthly Contribution | AD&D Insurance Amount   |
|-----------------------------------|---|--|--|---|
| City of Alexandria                | First of month following 90 days of service | 2.0 times pay<br>Minimum benefit: None<br>Maximum benefit: \$750,000 | None   | Same as basic life insurance                                    |
| Arlington County Government       | Immediate                                   | 1.0 times pay<br>Minimum benefit: None<br>Maximum benefit: \$50,000  | None   | Same as basic life insurance                                    |
| Fairfax County Government         | Immediate                                   | 1.0 times pay<br>Minimum benefit: None<br>Maximum benefit: \$250,000 | None   | Same as basic life insurance                                    |
| Montgomery County Government      | Immediate                                   | 1.0 times pay<br>Minimum benefit: None<br>Maximum benefit: \$200,000 | 24% of premium                                     | Same as basic life insurance                                    |
| Prince George's County Government | Immediate                                   | 2.0 times pay<br>Minimum benefit: None<br>Maximum benefit: \$150,000 | None   | \$10,000  |
| Prince William County Government  | Immediate                                   | 2.0 times pay<br>Minimum benefit: None<br>Maximum benefit: None      | None   | 4.0 times pay<br>Minimum benefit: None<br>Maximum benefit: None |

### Short Term Disability

| Employer                          | Eligibility               | Elimination Period   | Weekly STD Benefit  | Benefit Duration | Employee Monthly Contribution |
|-----------------------------------|---------------------------|--|---|------------------|-------------------------------|
| City of Alexandria                | No plan                   | N/A  | N/A   | N/A              | N/A                           |
| Arlington County Government       | 1 year of service         | Accident: 90 days<br>Sickness: 90 days<br>Hospitalization: 90 days                               | Benefit: 66 2/3% of pay<br>Minimum benefit: None<br>Maximum benefit: \$841<br>Social Security offset: 100% total (individual and family)          | 52 weeks         | None                          |
| Fairfax County Government         | No plan                   | N/A  | N/A   | N/A              | N/A                           |
| Montgomery County Government      | No plan                   | N/A  | N/A   | N/A              | N/A                           |
| Prince George's County Government | 45 days of service        | Accident: 15 days (assumed)<br>Sickness: 15 days (assumed)<br>Hospitalization: 15 days (assumed) | Benefit: 50% of pay (valued) or 60% of pay<br>Minimum benefit: None (assumed)<br>Maximum benefit: \$692 (assumed)<br>Social Security offset: None | 26 weeks         | Employee-pay-all              |
| Prince William County Government  | See sick leave provisions | N/A  | N/A   | N/A              | N/A                           |



### Long Term Disability

| <b>Employer</b>                   | <b>Eligibility</b>  | <b>Elimination Period</b> | <b>Monthly LTD Benefit</b>   | <b>Employee Monthly Contribution</b> |
|-----------------------------------|---------------------|---------------------------|--|--------------------------------------|
| City of Alexandria                | 4 months of service | 4 months                  | Benefit: 60% of pay<br>Minimum benefit: \$100<br>Maximum benefit: \$5,000<br>Social Security offset: 100% individual<br>Definition of pay does not include bonus   | None                                 |
| Arlington County Government       | No plan             | N/A                       | N/A  | N/A                                  |
| Fairfax County Government         | Immediate           | 60 days                   | Benefit: 60% of pay<br>Minimum benefit: \$100 or 10% of benefit prior to reductions<br>Maximum benefit: \$3,500<br>Social Security offset: 100% total (individual and family)<br>Definition of pay does not include bonus  | Employee-pay-all                     |
| Montgomery County Government      | No plan             | N/A                       | N/A  | N/A                                  |
| Prince George's County Government | 45 days of service  | 6 months                  | Benefit: 50% of pay or 60% of pay<br>Minimum benefit: \$50<br>Maximum benefit: \$3,000 for 50% option, \$5,000 for 60% option<br>Social Security offset: 100% total (individual and family)<br>Definition of pay does not include bonus<br><br>Note: In 2006 50% of pay was most representative. 50% of pay option valued. | Employee-pay-all                     |
| Prince William County Government  | No plan             | N/A                       | N/A  | N/A                                  |

## Other Plan Provisions

Work Life Benefits - Table 1

| Employer                          | Adoption assistance | Compressed workweek | Child care assistance | Elder care assistance | Flexible work schedules | Job sharing | Long term care insurance | Phased retirement | Sabbaticals | Tele-commuting | Time off for community service |
|-----------------------------------|---------------------|---------------------|-----------------------|-----------------------|-------------------------|-------------|--------------------------|-------------------|-------------|----------------|--------------------------------|
| City of Alexandria                |                     | Offer               |                       | Offer                 | Offer                   |             | Offer                    |                   |             | Offer          |                                |
| Arlington County Government       |                     | Offer               |                       |                       | Offer                   | Offer       | Offer                    | Offer             |             | Offer          |                                |
| Fairfax County Government         |                     | Offer               | Offer                 |                       | Offer                   | Offer       | Offer                    | Offer             | Offer       | Offer          | Offer                          |
| Montgomery County Government      |                     | Offer               |                       |                       | Offer                   |             | Offer                    |                   |             |                |                                |
| Prince George's County Government |                     |                     |                       |                       | Offer                   |             |                          |                   |             |                |                                |
| Prince William County Government  |                     |                     |                       |                       |                         |             | Offer                    |                   |             |                |                                |

Work Life Benefits - Table 2

| <b>Employer</b>                   | <b>Time off donation bank</b> | <b>Complimentary meals, snacks or beverages</b> | <b>Concierge services</b> | <b>Employee self-service</b> | <b>Financial planning</b> | <b>Fitness centers</b> | <b>Free or subsidized parking</b> | <b>Full-time business casual attire</b> | <b>Group auto insurance</b> | <b>Group homeowners insurance</b> |
|-----------------------------------|-------------------------------|---|---------------------------|------------------------------|---------------------------|------------------------|-----------------------------------|---|-----------------------------|-----------------------------------|
| City of Alexandria                | Offer                         |   |                           | Offer                        | Offer                     | Offer                  | Offer                             |   |                             |                                   |
| Arlington County Government       |                               |   |                           | Offer                        | Offer                     | Offer                  | Offer                             | Offer                                   |                             |                                   |
| Fairfax County Government         | Offer                         |   |                           | Offer                        |                           | Offer                  | Offer                             | Offer                                   |                             |                                   |
| Montgomery County Government      |                               |   |                           |                              |                           |                        | Offer                             |   |                             |                                   |
| Prince George's County Government | Offer                         |   |                           | Planned                      | Offer                     |                        | Offer                             |   |                             |                                   |
| Prince William County Government  |                               |   |                           |                              |                           |                        |                                   |   |                             |                                   |

Work Life Benefits - Table 3

| Employer                          | Lactation Rooms | Disease Management | Lap top computers for personal use | Personal digital assistant | Pre tax transportation account | Prepaid legal | Tuition assistance | Other  |
|-----------------------------------|-----------------|--------------------|------------------------------------|----------------------------|--------------------------------|---------------|--------------------|--|
| City of Alexandria                |                 | Offer              |                                    |                            | Offer                          |               | Offer              |  |
| Arlington County Government       | Offer           | Offer              | Offer                              |                            | Offer                          |               | Offer              |  |
| Fairfax County Government         |                 |                    |                                    |                            | Offer                          |               | Offer              | Employee assistance program<br>Credit union  |
| Montgomery County Government      |                 |                    |                                    |                            |                                |               | Offer              |  |
| Prince George's County Government |                 | Offer              |                                    |                            |                                | Offer         |                    | Prescription benefits (outside of plan) & prescription opt-out<br>Flexible spending accounts - health care and dependent care<br>Employee assistance program<br>Whole life insurance |
| Prince William County Government  |                 |                    |                                    |                            |                                |               |                    | Credit union<br>Employee assistance program  |