

## Response to Questions on the FY 2005 Advertised Budget Plan

**Request By:** Chairman Connolly

**Question:** Is the FCPS employee step increase, which was lost in 1992, included in the retirement benefit calculation in the County retirement system and the school retirement system? For those already retired, does the retirement calculation include the restoration of the step? If not, what would be the cost of restoring the step?

**Response:** The following response was prepared by Fairfax County Public Schools.

FCPS employees participate in one of two retirement plans. Full-time administrators, principals, teachers, and office staff participate in the Virginia Retirement System (VRS) and the Educational Employees' Supplementary Retirement System of Fairfax County (ERFC). Except for teachers, who received a half step in FY 1993 and had their FY 1992 step restored in FY 1999, the employees in these retirement plans have neither had the steps lost in 1992 and 1993 restored nor are these lost steps included in their retirement calculations. The cost of restoring lost steps in retirement calculations has not been calculated.

Custodians, maintenance personnel, and part-time employees are in the Fairfax County Employees' Retirement System (FCERS). These FCPS employees have their retirement benefits calculated the same way Fairfax County employees' benefits are calculated, which means that their retirement benefits are adjusted to include the steps lost in FY 1992 and FY 1993, based on an actuarial formula.