

Employee Benefits

Mission To provide centralized budgetary and financial control over employee fringe benefits paid by the County.

Focus Agency 89, Employee Benefits, is a set of consolidated accounts that provide budgetary control for employee fringe benefits paid for all County employees of General Fund agencies.

Group Health Insurance

Fairfax County Government offers its employees and retirees several health insurance alternatives, with the intent of offering options that are both comprehensive and cost effective. A self-insured open access plan (OAP) features a national network of providers with three levels of coverage. Two levels of coverage include co-insurance and modest deductibles, and one level offers a consumer-directed health plan with a health savings account that is partially funded by the County. In addition, a fully-insured health maintenance organization (HMO) is available, featuring care centers located in communities throughout the area with a co-pay structure for office visits and other services. Beginning in CY 2021, a co-pay plan was closed to align with the County's long-term strategy, while two new Medicare Advantage Plans were offered to provide additional options for Medicare-eligible retirees.

All of the County's health insurance plans include self-insured vision benefits and offer eligible preventive care services on a zero-cost basis. In addition, the County offers a disease management program to detect chronic conditions early and provides assistance to those affected to help manage their diseases, resulting in healthier outcomes. The County's self-insured health insurance plans are consolidated under one network provider to control costs, improve analytical capabilities, and provide a high quality of care with an emphasis on wellness, prevention, and better management of chronic conditions.

The self-insured health insurance plans are administered through Fund 60040, Health Benefits. For a more detailed discussion of the County's self-insured health fund, refer to Fund 60040 in Volume 2 of the [FY 2023 Adopted Budget Plan](#).

Dental Insurance

Fairfax County Government offers its employees and retirees a two-tiered dental insurance preferred provider organization (PPO) plan in order to provide a comprehensive plan with maximum flexibility. The plan includes the provision of a 50 percent employer contribution for all eligible active employees who elect dental coverage.

Group Life Insurance

Basic group life insurance coverage equals annual salary rounded to the next higher thousand and is funded for all County employees solely through an employer contribution. If employees elect life insurance coverage above the basic amount, they are responsible for paying the additional cost based on an age-banded premium rating scale.

Social Security and Medicare (FICA)

Social Security and Medicare contributions represent the employer portion of Federal Insurance Contributions Act (FICA) tax obligations for Fairfax County employees. Social Security contributions are calculated by applying the Social Security portion of the FICA tax rate to salary up to a pre-determined wage base. The Medicare portion of the FICA tax rate is applied to total salary. Any change to the wage base or the FICA tax rate is announced in October/November and takes effect January 1 of the upcoming year.

Retirement

Retirement expenditures represent the General Fund contribution to the three retirement systems as set by employer contribution rates. The County is committed to strengthening the financial position of its retirement systems and has established a goal to reach a 90 percent funded status for all plans by FY 2025. In order to meet this goal, the Board of Supervisors approved, as part of the adoption of the FY 2016 Adopted Budget Plan, the following multi-year strategy:

- The employer contribution rates will be increased so that the County will include amortization of 100 percent of the unfunded liability in the actuarially determined contributions for all systems by FY 2020. The County will continue to use a conservative 15-year amortization period.
- Until each system reaches 100 percent funded status, employer contributions to that system will not be reduced. Various factors, such as the historical trend of the County's investment returns exceeding the assumed rate of return, could allow employer contribution rates to be reduced from current levels. However, the County is committed to maintaining the rates and redirecting any potential savings into further improvement in the systems' funded positions.
- Any additional unfunded liability created as a result of approved benefit enhancements, such as ad-hoc COLAs, will be fully funded. It is the intent that no adjustments to benefit levels will reduce the funded status of any of the systems.

The County has also taken multiple steps to limit increases in liabilities. These changes have included tightening the requirements regarding the award of ad-hoc Cost-of-Living Adjustments (COLAs), adopting modifications to the retirement systems for new employees hired on or after January 1, 2013, and again for new employees hired on or after July 1, 2019, as well as increasing contribution rates by adjusting the amortization level of the unfunded liability to 100 percent beginning in the FY 2020 Adopted Budget Plan.

For a more detailed discussion of the County's retirement systems and its retirement funding policy, refer to the Employee Retirement Systems Overview in Volume 2 of the FY 2023 Adopted Budget Plan.

Virginia Retirement System (VRS)

Beginning in FY 1996, VRS funding was provided in Agency 89 for 233 Health Department employees who were converted from state to County employment. Funding reflects required employer contributions paid by the County to VRS for retirement benefits provided to the converted employees. As these employees terminate service with the County, funding for VRS payments will be reduced.

In FY 2006, the Board of Supervisors approved two additional benefits for employees who remain in VRS. First, current and future retirees who participate in a County health plan are eligible to receive the differential between the County retiree health benefit subsidy for which the employee is eligible based on years of service and the subsidy provided by VRS. For a more detailed discussion of this benefit, refer to Fund 73030, OPEB Trust, in Volume 2 of the FY 2023 Adopted Budget Plan. Second, the County began allowing converted employees to use accrued sick leave to purchase additional service credit in VRS upon retirement. Thus, funding for VRS also includes these County payments made on behalf of the employees.

Deferred Compensation Plan

In addition to defined benefit plans, the County offers a deferred compensation plan under section 457(b) of the Internal Revenue Code to help employees plan for a financially secure retirement. The plan is fully funded by employees with no employer match. However, as part of their approval of the *FY 2019 Third Quarter Review*, the Board of Supervisors approved a one-time incentive program for non-merit benefits-eligible employees to encourage them to begin saving for retirement. Employees that satisfied the incentive program criteria were provided with a one-time match of \$250 to their 457 accounts. As the matching program was only offered for a limited period, all matching contributions have been paid out, and no expenditures related to the program are anticipated in FY 2023.

Line of Duty

The Line of Duty Act provides benefits to employees and volunteers of state and local governments who serve in hazardous duty positions. The Act provides for health insurance coverage and a death benefit payment for service-connected death or disability. Prior to FY 2011, the state administered and funded the program. Beginning in FY 2011, the costs of the program were passed on to localities, although the state continues to administer the program.

Flexible Spending Accounts

Health and Dependent Care Flexible Spending Accounts are funded through voluntary employee contributions. Funding in Agency 89 reflects the expense of administering Flexible Spending Accounts through a contract with an outside vendor.

Unemployment Compensation

Unemployment Compensation payments reflect premiums paid to the state based on the actual number of former Fairfax County employees filing claims.

Capital Projects Reimbursements

Capital Projects Reimbursements represent the reimbursable portion of Fringe Benefits for County employees of General Fund agencies who charge a portion of their time to capital projects.

Employee Assistance Program (EAP)

Provision of EAP services, including assessment, intervention, diagnosis, referral, and follow-up for workplace issues as they arise, is provided through a contract with an outside vendor.

Employee Awards Program

Employees that are recognized with Outstanding Performance, Team Excellence, and Managerial Excellence Awards receive a net \$300 cash award, a certificate, and one day of administrative leave.

Employee Development

General training centrally managed by the Organizational Development and Training Division includes all FOCUS training as well as courses related to the Employee Development and Learning Program. The foundation for the program is the Countywide Competency Map for Employee Development, which identifies competencies that promote leadership and learning for the entire County workforce. This map aligns training with required on-the-job skillsets at all levels of the organization. Developmental programs include offerings that build performance capacity in areas ranging from customer service and effective communication skills to conflict resolution and project management. Programs also focus on enhancing succession planning and management by developing current high-performing employees through training and mentoring opportunities.

Budget and Staff Resources

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$377,010,304	\$406,052,922	\$408,471,547	\$435,013,572	\$436,770,036
Operating Expenses	4,359,972	6,257,763	6,313,109	4,277,854	4,277,854
Subtotal	\$381,370,276	\$412,310,685	\$414,784,656	\$439,291,426	\$441,047,890
Less:					
Recovered Costs	(\$2,737,286)	(\$2,658,380)	(\$2,688,199)	(\$1,872,424)	(\$1,872,424)
Total Expenditures	\$378,632,990	\$409,652,305	\$412,096,457	\$437,419,002	\$439,175,466

FY 2023 Funding Adjustments

The following funding adjustments from the FY 2022 Adopted Budget Plan are necessary to support the FY 2023 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 10, 2022.

The following funding adjustments from the FY 2022 Adopted Budget Plan are spread across the fringe benefit categories detailed below. They are reported in summary here for clarification purposes:

New Positions **\$10,940,128**

An increase of \$10,940,128 in Fringe Benefits based on funding for new positions includes the following adjustments. In some cases, funding is required for the full-year impact of positions added in FY 2022 and is not associated with new FY 2023 positions. New positions funded by non-General Fund sources are not included in the list below.

- Agency 02, Office of the County Executive – \$47,844 and 1/1.1 FTE new position to support the One Fairfax initiative; and \$225,330 associated with positions approved as part of the *FY 2021 Carryover Review* to support the legislative changes for collective bargaining and implementation of the Zero Waste plan and Community-Wide Energy and Climate Action Plan (CECAP).
- Agency 08, Facilities Management Department – \$589,619 associated with positions to support the agency's staffing needs and a transfer of \$65,840 to the agency to support HVAC maintenance contract for a net impact of \$523,779, both approved as part of the *FY 2021 Carryover Review*.
- Agency 11, Department of Human Resources – \$50,151 and 1/1.0 FTE new position to support employee recruitment efforts, \$56,242 is associated with an equity lead position redirected to the agency to support the One Fairfax initiative, and \$106,635 associated with positions approved as part of the *FY 2021 Carryover Review* to support the legislative changes for collective bargaining.
- Agency 12, Department of Procurement and Material Management – \$234,633 and 7/7.0 FTE new positions to support warehouse staffing and sustainable procurement, and \$50,033 associated with positions approved as part of the *FY 2021 Carryover Review* to support the implementation of the Zero Waste Plan.
- Agency 13, Office of Public Affairs – \$152,601 and 3/3.0 FTE new positions to support the Countywide Language Access Expansion initiative.

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- Agency 15, Office of Elections – \$38,019 to support non-merit staffing for early voting at additional satellite locations.
- Agency 20, Department of Management and Budget – \$100,653 associated with positions approved as part of the *FY 2021 Carryover Review* to support the legislative changes for collective bargaining.
- Agency 26, Office of Capital Facilities – \$208,302 and 6/6.0 FTE new positions to address the growing workload requirement associated with the planned projects in the Capital Improvement Program (CIP). This adjustment is partially offset by an increase of \$125,058 in Capital Project Reimbursements, resulting in a net impact of \$83,244 to the General Fund.
- Agency 30, Department of Economic Initiatives – \$34,409 and 1/1.0 FTE new position to develop a platform to assist small businesses in navigating available resources.
- Agency 35, Department of Planning and Development – \$24,435 and 2/2.0 FTE new positions to address growing workload requirements, and \$56,242 associated with 1/1.0 FTE transferred from Fund 60020, Document Services, to support One Fairfax initiative.
- Agency 38, Department of Housing and Community Development – \$246,287 and 5/5.0 FTE new positions to support affordable housing initiatives; \$95,252 associated with consolidating 2/2.0 FTE positions transferred from Fund 40330, Elderly Housing Programs; and \$53,272 associated with a position approved as part of the *FY 2021 Carryover Review* to support affordable housing preservation.
- Agency 40, Department of Transportation – \$216,415 and 5/5.0 FTE positions to support additional capacity for transportation and the One Fairfax initiative, and \$39,758 associated with positions approved as part of the *FY 2021 Carryover Review* to support Student Bus Pass Program. The cost of the Student Buss Pass Program is fully offset by an increase of \$39,758 in reimbursements from Fund 40000, County Transit System, resulting in no net cost to the General Fund.
- Agency 43, Office of the Police Civilian Review Panel – \$96,516 associated with positions approved as part of the *FY 2022 Mid-Year Review* to support the Executive Director of the panel.
- Agency 51, Fairfax County Park Authority – \$76,054 and 3/3.0 FTE new positions to support the development and maintenance of Patriot Park North, \$128,883 and 3/3.0 FTE new positions to support the Natural Resources Sustainability program, and \$8,864 to support non-merit staffing for the Sully Community Center.
- Agency 57, Department of Tax Administration – \$186,170 associated with positions approved as part of the *FY 2022 Mid-Year Review* to support the workload requirements for the Tax Relief Program.
- Agency 67, Department of Family Services – \$126,957 and 3/3.0 FTE new positions to support increased demand for domestic and sexual violence services; \$838,580 associated with positions approved as part of the *FY 2021 Carryover Review* to support public assistance eligibility workers, child protective services mobile unit, coaching and job training, family first in-home services, as well as short-term behavioral health services.

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- Agency 71, Health Department – \$87,166 and 2/2.0 FTE new positions to support the epidemiology program and Fall Church School Health program, \$4,084,146 associated with positions approved as part of the *FY 2021 Carryover Review* to support the school health program with additional public health nurses to staff one nurse per school and to advance public health preparedness and department operations, as well as \$39,139 due to full year funding impact of positions approved as part of the FY 2022 Adopted Budget Plan for the Sully Community Center.
- Agency 79, Department of Neighborhood and Community Services – \$158,844 and 4/3.6 FTE new positions for the two new School-Age Child Care (SACC) rooms beginning in the 2022-2023 school year, staffing in the new Sully Community Center, and expansion of the South County Teen and Senior Centers at the Original Mount Vernon High School; \$311,663 associated with positions anticipated to be approved as part of the *FY 2022 Third Quarter Review* to staff the new Lorton Community Center; \$610,319 associated with positions approved as part of the *FY 2021 Carryover Review* to support emergency rental assistance program which was previously funded by the U.S. Department of the Treasury, to open five SACC rooms at the beginning of 2021-2022 school year, and to begin to staff the new Sully Community Center in Lee District to prepare for the opening in March 2022; and \$169,985 due to full year funding impact of positions approved as part of the FY 2022 Adopted Budget Plan for the Sully Community Center.
- Agency 81, Juvenile and Domestic Relations District Court – \$15,198 and 1/0.5 FTE new position for the Supervised Visitation and Exchange Program which is no longer funded by the Title IV-E grant.
- Agency 85, General District Court – \$39,564 and 1/1.0 FTE new position to support the County's Diversion First initiative.
- Agency 90, Police Department – \$378,100 associated with positions approved as part of the *FY 2022 Mid-Year Review* to support Phase I of the Co-Responder Model in response to behavioral health crisis calls.
- Agency 91, Office of the Sheriff – \$135,793 and 3/3.0 FTE new positions to support the Opioid Task Force initiative.
- Agency 92, Fire and Rescue Department – \$913,379 and 17/17.0 FTE new positions to staff the Scotts Run Fire Station.
- Agency 93, Department of Emergency Management and Security – \$41,551 and 1/1.0 FTE new position to support the volunteer program which is no longer funded by the federal Urban Areas Security Initiative (UASI) grant.
- Agency 96, Department of Animal Sheltering – \$97,781 and 2/2.0 FTE new positions to begin the staffing of the South County Animal Shelter.

Employee Compensation

\$22,942,313

An increase of \$22,942,313 in Fringe Benefits includes \$13,629,561 for a 4.01 percent market rate adjustment (MRA) for all employees; \$3,238,332 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2022; \$3,011,410 for FY 2023 merit and longevity increases, including \$395,467 for the proposed 25-year longevity increases, for uniformed employees awarded on the employee's anniversary dates; \$1,856,191 for one additional step

increase in July for eligible uniformed employees who were hired on or before June 30, 2021 on pay plans C, F, and O to address compression issues; and \$1,206,819 for employee pay increases for specific job classes identified in the County's benchmark class survey of comparator jurisdictions.

Department of Land Development Services Realignments **(\$11,356,022)**

Effective in FY 2023, the Department of Land Development Services (LDS) is being established as a Special Revenue Fund. Baseline budget associated with the agency's revenues and expenditures will be transferred out of the General Fund. Therefore, a decrease of \$11,356,022 associated with employee benefits of the agency is transferred out of the agency 89, Employee Benefits, to the newly established fund. For a more detailed discussion of the LDS realignments, refer to Fund 40200, Land Development Services, in Volume 2 of the FY 2023 Adopted Budget Plan.

Office of Strategy Management for Health and Human Services Realignments **(\$121,237)**

A decrease of \$121,237 is a result of the transfer of 2/2.0 FTE positions from Agency 77, Office of Strategy Management for Health and Human Services (OSM), to Fund 40040, Fairfax-Falls Church Community Services Board, as part of the OSM reorganization approved as part of the *FY 2021 Carryover Review*.

The following funding adjustments from the FY 2022 Adopted Budget Plan are necessary to support the FY 2023 program:

Group Health Insurance **\$11,165,118**

Health Insurance premiums total \$110,012,505, a net increase of \$11,165,118, or 11.3 percent, over the FY 2022 Adopted Budget Plan. An increase of \$2,603,167 reflects the impact of projected premium increases of 5.0 percent for all health insurance plans, effective January 1, 2023. An increase of \$9,322,219 is based on the full-year impact of January 2022 premium adjustments. An additional net increase of \$3,063,558 is based on adjustments to reflect the inclusion of new positions. The increases are partially offset by a decrease of \$3,206,358 due to LDS and OSM realignments mentioned above and savings of \$617,468 based on year-to-date FY 2022 experience.

Dental Insurance **(\$180,729)**

Dental Insurance premiums total \$4,181,892, a net decrease of \$180,729, or 4.1 percent, from the FY 2022 Adopted Budget Plan. A decrease of \$226,202 is based on year-to-date FY 2022 experience, and a decrease of \$125,823 is due to LDS and OSM realignments. The decreases are partially offset by increases of \$51,076 to reflect the impact of projected premium increases of 2.5 percent, effective January 1, 2023, and \$120,220 based on adjustments to reflect the inclusion of new positions.

Group Life Insurance **(\$63,650)**

Life Insurance premiums total \$1,308,971, a net decrease of \$63,650, or 4.6 percent, from the FY 2022 Adopted Budget Plan. A decrease of \$61,292 is based on year-to-date FY 2022 experience, and a decrease of \$35,518 is due to LDS and OSM realignments. The decreases are partially offset by an increase of \$33,160 based on adjustments to reflect the inclusion of new positions.

Social Security and Medicare (FICA) **\$7,507,668**

Social Security and Medicare contributions total \$62,422,131, a net increase of \$7,507,668, or 13.7 percent, over the FY 2022 Adopted Budget Plan. An increase of \$3,667,268 is based on year-to-date FY 2022 experience as well as anticipation of less vacancy rates in FY 2023 as compared to current experience. An increase of \$1,622,149 is based on adjustments to reflect the inclusion of new positions. An increase of \$2,403,836 is included for a 4.01 percent MRA for all employees,

\$673,128 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2022; \$386,571 for FY 2023 merit and longevity increases for uniformed employees awarded on the employee's anniversary dates; \$200,395 for one additional step increase in July for eligible uniformed employees who were hired on or before June 30, 2021 on pay plans C, F, and O to address compression issues; as well as \$252,600 for employee pay increases for specific job classes identified in the County's benchmark class survey of comparator jurisdictions. These increases are offset by a decrease of \$1,698,279 resulting from LDS and OSM realignments.

Note: The Social Security wage base is \$147,000 as of January 1, 2022, for the 6.20 percent base contribution rate. The wage base against which the 1.45 percent rate for Medicare is applied remains unlimited. The overall Social Security rate remained unchanged at 7.65 percent. The wage base and/or rate change for January 1, 2023, is not yet known; any subsequent adjustments to FICA with a fiscal impact will be included at a quarterly review during FY 2023.

Retirement (Fairfax County Employees', Uniformed, Police Officers) \$12,368,880

Employer contributions to the retirement systems total \$258,535,532, a net increase of \$12,368,880, or 5.0 percent, over the FY 2022 Adopted Budget Plan. An increase of \$6,265,857 is based on adjustments to reflect the inclusion of new positions. An increase of \$11,225,725 is included for a 4.01 percent MRA for all employees, \$2,565,204 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2022; \$2,624,839 for FY 2023 merit and longevity increases for uniformed employees awarded on the employee's anniversary dates; \$1,655,796 for one additional step increase in July for eligible uniformed employees who were hired on or before June 30, 2021 on pay plans C, F, and O to address compression issues; as well as \$954,219 for employee pay increases for specific job classes identified in the County's benchmark class survey of comparator jurisdictions. These increases are partially offset by a decrease of \$6,411,281 resulting from LDS and OSM realignments and a decrease of \$6,511,479 based on year-to-date FY 2022 experience.

Employer Contribution Rate Adjustments

Following the County's policy, contribution rates are only adjusted to maintain amortization of 100 percent of the unfunded liability, to fund approved benefit enhancements, or to acknowledge changes in actuarial assumptions. Resulting from FY 2021 experience, the required contribution rates remain unchanged from the FY 2022 adopted contribution rates. The FY 2023 employer contribution rates for each of the three retirement systems are as follows:

	FY 2022 Rates (%)	FY 2023 Rates (%)	Percentage Point Change (%)	Reason for Change	General Fund Impact (in millions)
Employees'	28.88	28.88	0.00	Contribution rate remains unchanged as a result of the actuarial valuation based on FY 2021 experience.	\$0
Uniformed	39.31	39.31	0.00	Contribution rate remains unchanged as a result of the actuarial valuation based on FY 2021 experience.	\$0
Police Officers	46.04	46.04	0.00	Contribution rate remains unchanged as a result of the actuarial valuation based on FY 2021 experience.	\$0
Total					\$0

For a more detailed discussion of the County's retirement systems, refer to the Employee Retirement Systems Overview in Volume 2 of the FY 2023 Adopted Budget Plan.

Employee Benefits

Virginia Retirement System (VRS) (\$80,173)

Virginia Retirement System contributions total \$309,005, a decrease of \$80,173, or 20.6 percent, from the FY 2022 Adopted Budget Plan. This decrease is based on year-to-date FY 2022 experience. The number of employees covered by VRS has decreased from 233 in FY 1996 at the program's inception to an estimated 16 in FY 2023.

Line of Duty \$302,797

Expenditures to fund benefits for County employees covered under the Line of Duty Act total \$2,054,024, an increase of \$302,797, or 17.3 percent, over the FY 2022 Adopted Budget Plan. This increase is based on year-to-date FY 2022 experience.

Flexible Spending Accounts (\$42,409)

Administrative expenses associated with the County's flexible spending account program total \$88,067, a decrease of \$42,409, or 32.5 percent, from the FY 2022 Adopted Budget Plan. This decrease is based on year-to-date FY 2022 experience.

Unemployment Compensation (\$2,255,256)

Unemployment Compensation expenditures total \$123,513, a decrease of \$2,255,256 from the FY 2022 Adopted Budget Plan based on year-to-date FY 2022 experience.

Capital Project Reimbursements \$785,956

Capital Project reimbursements total \$1,872,424, a decrease of \$785,956, or 29.6 percent, from the FY 2022 Adopted Budget Plan. A decrease of \$950,772 is based on year-to-date FY 2022 experience. The decrease is partially offset by an increase of \$164,816 based on adjustments to reflect the inclusion of new positions.

Employee Assistance Program (EAP) \$14,959

Employee Assistance Program expenditures total \$314,400, an increase of \$14,959, or 5.0 percent, over the FY 2022 Adopted Budget Plan. This increase is based on year-to-date FY 2022 experience.

Tuition Reimbursement \$0

Tuition Reimbursement expenditures total \$360,000 and remain unchanged from the FY 2022 Adopted Budget Plan. Funding includes \$300,000 for Tuition Assistance Program (TAP) reimbursements and \$60,000 for Language Tuition Assistance Program (LTAP) reimbursements.

Employee Awards Program \$0

Funding for cash awards for recipients of Outstanding Performance, Team Excellence, and Managerial Excellence Awards totals \$215,000 and remains unchanged from the FY 2022 Adopted Budget Plan.

Employee Development Initiatives \$0

Funding for employee development initiatives totals \$1,122,850 and remains unchanged from the FY 2022 Adopted Budget Plan. FY 2023 funding includes the following:

- \$1,092,850 is included for General County Training programs including competency development courses offered using a framework targeted towards employee needs at each career stage, as well as succession planning initiatives.
- \$30,000 is included for countywide initiatives including performance measurement training.

Changes to FY 2022 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2022 Revised Budget Plan since passage of the FY 2022 Adopted Budget Plan. Included are all adjustments made as part of the FY 2021 Carryover Review, FY 2022 Mid-Year Review, FY 2022 Third Quarter Review, and all other approved changes through April 30, 2022.

Carryover Adjustments **\$2,264,790**

As part of the *FY 2021 Carryover Review*, the Board of Supervisors approved funding of \$2,264,790, including \$55,346 in encumbered funding in Operating Expenses and \$691,534 in Personnel Services for a one-time compensation adjustment of \$1,000 for merit employees and \$500 for non-merit employees paid in November 2021. The remaining amount of \$1,517,910 is in Fringe Benefits is attributable to increases to support new positions for Facilities Management Department staffing needs, continued implementation of collective bargaining, new School-Age Child Care rooms, Family First In-Home Foster Care Prevention services, Energy Strategy, affordable housing preservation, the new community center in Lee District, and the Student Bus Pass Program; as well as decreases associated with the Office of Strategy Management for Human Services reorganization, transfers to support HVAC maintenance contracts, and reimbursements from the Student Bus Pass Program.

Mid-Year Adjustments **\$141,343**

As part of the *FY 2022 Mid-Year Review*, the Board of Supervisors approved funding of \$141,343 due to positions associated with the Tax Relief Program and the Office of the Police Civilian Review Panel.

Third Quarter Adjustments **\$38,019**

As part of the *FY 2022 Third Quarter Review*, the Board of Supervisors approved funding of \$38,019 to support increased limited-term staffing for expanded early voting at the County's 16 satellite locations.

SUMMARY OF EMPLOYEE BENEFIT COSTS BY CATEGORY

Benefit Category	FY 2021 Actual	FY 2022 Adopted Budget Plan	FY 2022 Revised Budget Plan	FY 2023 Advertised Budget Plan	FY 2023 Adopted Budget Plan
FRINGE BENEFITS					
Group Health Insurance	\$93,716,794	\$98,847,387	\$99,289,166	\$110,040,365	\$110,012,505
Dental Insurance	3,866,082	4,362,621	4,382,424	4,182,985	4,181,892
Group Life Insurance	1,291,804	1,372,621	1,384,105	1,309,280	1,308,971
FICA	51,837,778	54,914,463	55,884,414	62,236,493	62,422,131
Employees' Retirement	111,818,672	121,828,402	122,804,010	128,917,730	128,862,022
Uniformed Retirement	64,120,793	66,869,739	66,869,739	69,529,148	70,431,391
Police Retirement	50,035,951	57,468,511	57,468,511	58,488,566	59,242,119
Virginia Retirement System	321,679	389,178	389,178	309,005	309,005
Deferred Compensation Plan	750	0	0	0	0
Line of Duty	1,426,563	1,751,227	1,751,227	2,054,024	2,054,024
Flexible Spending Accounts	109,512	130,476	130,476	88,067	88,067
Unemployment Compensation	1,318,356	2,378,769	2,378,769	123,513	123,513
Capital Project Reimbursements	(2,737,286)	(2,658,380)	(2,688,199)	(1,872,424)	(1,872,424)
Employee Assistance Program	299,959	299,441	299,441	314,400	314,400
Tuition Reimbursement	392,307	360,000	367,693	360,000	360,000
Total Fringe Benefits	\$377,819,714	\$408,314,455	\$410,710,954	\$436,081,152	\$437,837,616
OPERATING EXPENSES					
Employee Awards Program ¹	\$0	\$215,000	\$215,000	\$215,000	\$215,000
Employee Development Initiatives	813,276	1,122,850	1,170,503	1,122,850	1,122,850
Total Operating Expenses	\$813,276	\$1,337,850	\$1,385,503	\$1,337,850	\$1,337,850
TOTAL EMPLOYEE BENEFITS	\$378,632,990	\$409,652,305	\$412,096,457	\$437,419,002	\$439,175,466

¹ During FY 2021, the Outstanding Performance Awards nomination process was on hold due to the COVID-19 pandemic. Therefore, no expenditures were incurred for the Employee Awards Program in FY 2021.