

Response to Questions on the FY 2019 Budget

Request By: Supervisor Herrity

Question: For each of the three County pension plans what is the benefit multiplier? How does the multiplier compare to surrounding jurisdictions and VRS?

Response:

The table below provides a comparison of the base benefit multiplier for the County’s three retirement systems to those of surrounding jurisdictions, the Fairfax County Public Schools (FCPS), the Virginia Retirement System (VRS), and the Federal Government. It should be noted that the multipliers shown in the table reflect only the base retirement benefit provided through a Defined Benefit (DB) retirement plan. Many of the jurisdictions included in the table below provide an employer match to a Defined Contribution (DC) plan in addition to the DB plan described in the table. DC employer matches are described, where applicable, in the footnotes below the table.

General Employees		Public Safety Employees	
Fairfax County (Employees’)	1.8% <i>or</i> 2.0%	Fairfax County (Uniformed)	2.5%
VRS Hybrid Plan ¹ (Loudoun, Prince William)	1%	Fairfax County (Police Officers)	2.8%
Federal Government ^{2,3} (FERS)	1% <i>or</i> 1.1%	VRS Plan 2 (Loudoun, Prince William)	1.70% <i>or</i> 1.85%
City of Alexandria ¹ (VRS Hybrid + Supplemental)	1.8%	Federal Government ^{2,4} (FERS)	1.7% (1% after 20 years of service)
Arlington County ⁵	1.7%	City of Alexandria	2.5%
FCPS ¹ (VRS Hybrid + Supplemental)	1.8%	Arlington County	2.7%

¹ The VRS Hybrid Plan also includes a defined contribution component with a 1% to 3.5% employer contribution.

² Federal employees also receive a 1% to 5% employer contribution to a defined contribution plan.

³ The defined benefit component of FERS for general employees is 1%, but increases to 1.1% for those retiring at age 62 or older with 20 or more years of service.

⁴ The defined benefit component of FERS for public safety employees is 1.7% for the first 20 years of service, and 1% for any service in excess of 20 years.

⁵ Arlington County general employees also receive a 4.2% employer contribution to a defined contribution plan.