



Alexandria City Public Schools FY20 Compensation Study

SCHOOL PRINCIPALS MARKET COMPARISONS

December 20, 2019

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Alexandria City Public Schools – School Principals Market Comparisons

Final

December 20, 2019

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**Alexandria City Public Schools
FY20 School Principals**

Principal, Elementary

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Principal, Elementary	Elementary Principal	Principal, Elementary	Principal, Elementary	Principal Elementary	Elementary School Principal	Principal - Elementary	Elementary School Principal			
1	\$94,032	\$101,655	\$108,310	\$93,627	\$94,953	\$95,750	\$103,629	\$94,569	\$98,928	95%	5.2%
2	\$97,790	\$105,720	\$112,643	\$96,623	\$95,048			\$97,496	\$101,506	96%	3.8%
3	\$101,705	\$109,951	\$117,148	\$99,619	\$96,870			\$100,421	\$104,802	97%	3.0%
4	\$105,770	\$114,349	\$121,834	\$102,615	\$98,433			\$103,434	\$108,133	98%	2.2%
5	\$110,004	\$118,923	\$125,489	\$105,694	\$100,004			\$106,537	\$111,329	99%	1.2%
6	\$114,403	\$123,680	\$129,254	\$108,867	\$101,945			\$109,734	\$114,696	100%	0.3%
7	\$118,980	\$128,627	\$133,132	\$112,082	\$103,948			\$113,025	\$118,163	101%	-0.7%
8	\$123,737	\$133,771	\$135,794	\$115,286	\$105,984			\$116,416	\$121,450	102%	-1.8%
9	\$128,690	\$139,121	\$138,510	\$118,459	\$108,577			\$119,906	\$124,915	103%	-2.9%
10	\$133,838	\$144,686	\$141,281	\$121,601	\$111,232			\$123,504	\$128,461	104%	-4.0%
11	\$137,182	\$153,106	\$144,106	\$124,711	\$113,952			\$127,210	\$132,617	103%	-3.3%
12	\$137,182	\$153,106	\$145,547	\$127,770	\$116,735			\$131,025	\$134,837	102%	-1.7%
13	\$139,927	\$153,106	\$147,002	\$130,839	\$120,177			\$134,956	\$137,216	102%	-1.9%
14	\$139,927	\$153,106	\$148,472	\$133,918	\$123,117			\$139,006	\$139,524	100%	-0.3%
15	\$142,726	\$156,936	\$149,957	\$137,008	\$126,120			\$143,175	\$142,639	100%	-0.1%
16	\$145,582	\$156,936	\$149,957	\$140,097	\$129,846			\$147,472	\$144,862	100%	-0.5%
17	\$145,582	\$156,936	\$149,957	\$143,187	\$133,021			\$151,896	\$146,999	99%	1.0%
18	\$145,582	\$156,936	\$149,957	\$146,266	\$136,950			\$156,453	\$149,312	98%	2.6%
19	\$145,582	\$160,859	\$149,957	\$149,345	\$140,342			\$161,147	\$152,330	96%	4.6%
20	\$145,582	\$160,859	\$149,957	\$152,414	\$143,878			\$165,982	\$154,618	94%	6.2%
21	\$145,582	\$160,859	\$149,957	\$152,414	\$143,878			\$170,961	\$155,614	94%	6.9%
22	\$145,582	\$160,859	\$149,957	\$152,414	\$143,878			\$176,091	\$156,640	93%	7.6%
23	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
24	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
25	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
26	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
27	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
28	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
29	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
30	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878			\$176,091	\$157,444	92%	8.1%
31	\$145,582	\$164,880	\$149,957	\$152,414	\$143,878	\$143,624	\$165,799	\$176,091	\$156,663	93%	7.6%

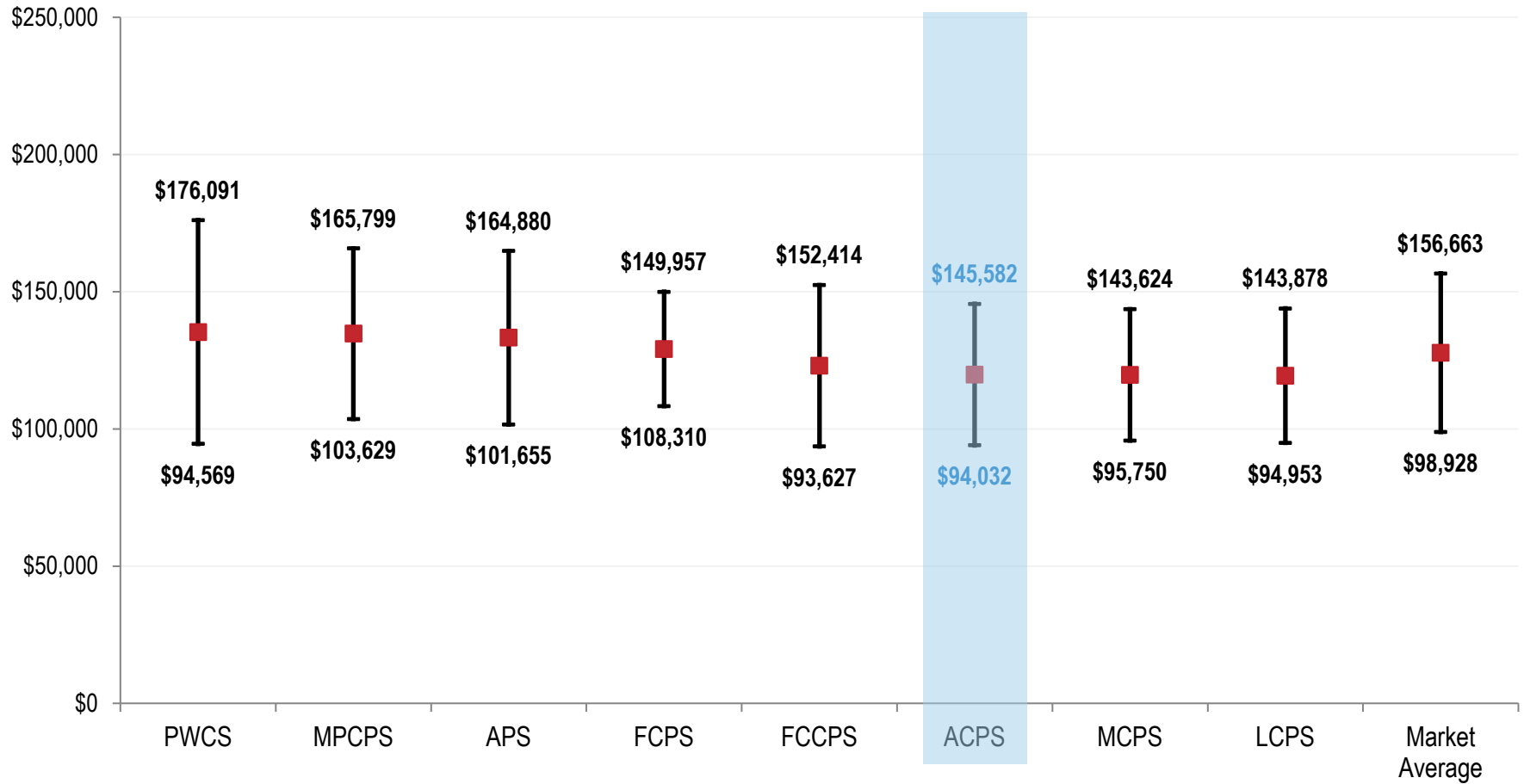
Range Width 55% 62% 38% 63% 52% 50% 60% 86%

**Alexandria City Public Schools
FY20 School Principals**

Principal, Elementary					
Rank <small>(by Pay Range Midpoint)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Prince William	\$94,569	\$135,330	\$176,091	86%
2	Manassas Park	\$103,629	\$134,714	\$165,799	60%
3	Arlington	\$101,655	\$133,268	\$164,880	62%
4	Fairfax	\$108,310	\$129,134	\$149,957	38%
5	Falls Church	\$93,627	\$123,021	\$152,414	63%
6	Alexandria	\$94,032	\$119,807	\$145,582	55%
7	Manassas	\$95,750	\$119,687	\$143,624	50%
8	Loudoun	\$94,953	\$119,416	\$143,878	52%
Market Average (excluding Alexandria)		\$98,928	\$127,795	\$156,663	58%
Alexandria as a % of Market Average		95%	94%	93%	

**Alexandria City Public Schools
FY20 School Principals**

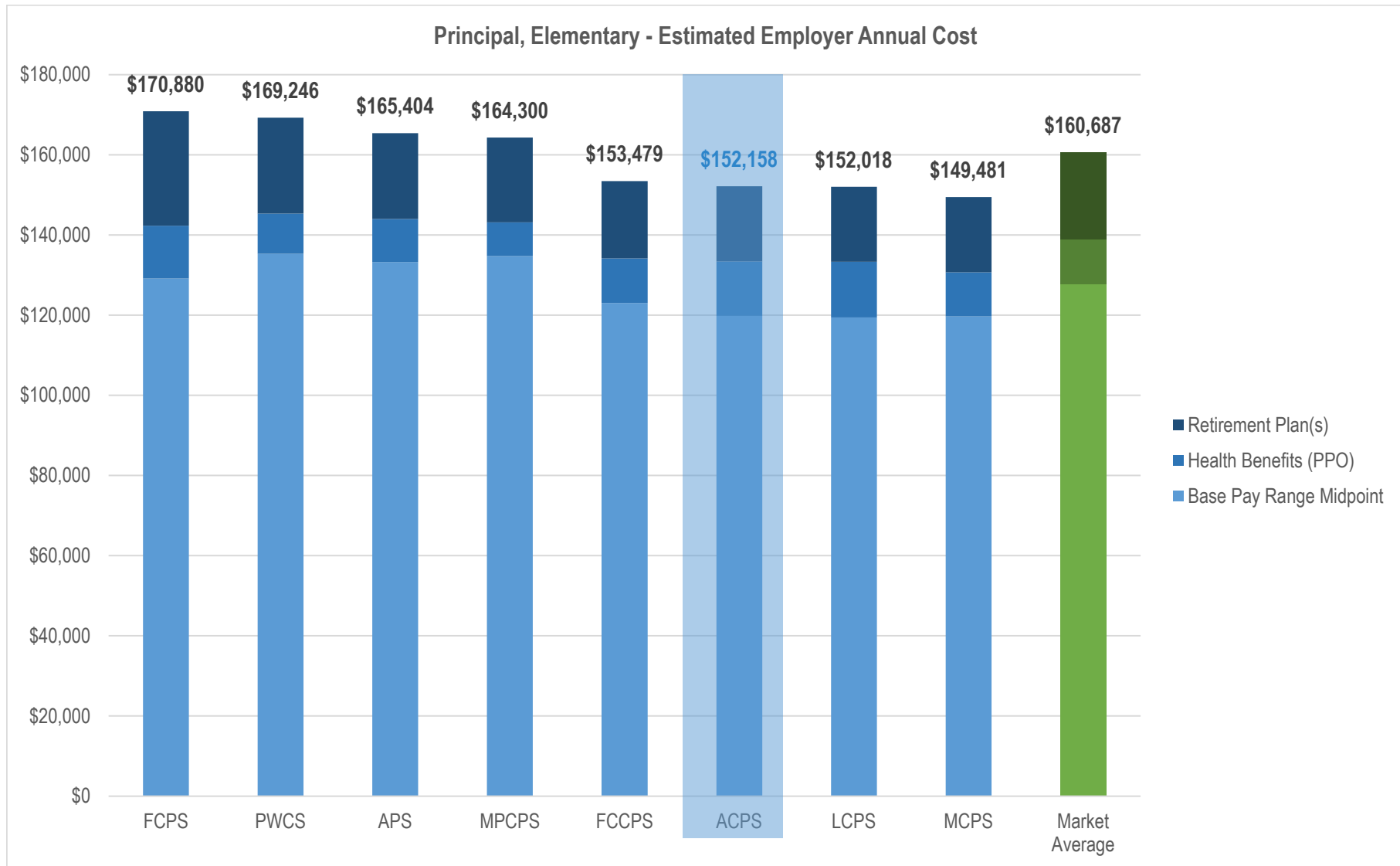
Principal, Elementary Annual Pay
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools
FY20 School Principals**

Principal, Elementary					
Rank <small>(by Estimated Employer Annual Cost)</small>	School Division	Estimated Employer Annual Cost			
		Base Pay Range Midpoint	Health Benefits (PPO)	Retirement Plan(s)	Total
1	Fairfax	\$129,134	\$13,182	\$28,564	\$170,880
2	Prince William	\$135,330	\$9,990	\$23,926	\$169,246
3	Arlington	\$133,268	\$10,707	\$21,429	\$165,404
4	Manassas Park	\$134,714	\$8,463	\$21,123	\$164,300
5	Falls Church	\$123,021	\$11,169	\$19,290	\$153,479
6	Alexandria	\$119,807	\$13,565	\$18,786	\$152,158
7	Loudoun	\$119,416	\$13,878	\$18,724	\$152,018
8	Manassas	\$119,687	\$11,027	\$18,767	\$149,481
Market Average (excluding Alexandria)		\$127,795	\$11,202	\$21,689	\$160,687
Alexandria as a % of Market Average		94%	121%	87%	95%

Alexandria City Public Schools FY20 School Principals



**Alexandria City Public Schools
FY20 School Principals**

Principal, Middle School

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Principal, Middle School	Elementary Principal	Principal, Middle School	Middle School Principal	Principal, Middle	Middle School Principal	Principal - Middle School	Middle School Principal			
1	\$98,731	\$101,655	\$112,422	\$98,829	\$101,544	\$99,052	\$103,629	\$103,068	\$102,886	96%	4.2%
2	\$102,682	\$105,720	\$116,920	\$101,991	\$101,645			\$106,253	\$106,506	96%	3.7%
3	\$106,790	\$109,951	\$121,597	\$105,154	\$103,651			\$109,440	\$109,959	97%	3.0%
4	\$111,062	\$114,349	\$126,460	\$108,316	\$105,323			\$112,721	\$113,434	98%	2.1%
5	\$115,505	\$118,923	\$130,254	\$111,572	\$107,004			\$116,106	\$116,772	99%	1.1%
6	\$120,125	\$123,680	\$134,162	\$114,922	\$109,080			\$119,587	\$120,286	100%	0.1%
7	\$124,927	\$128,627	\$138,187	\$118,313	\$111,225			\$123,176	\$123,906	101%	-0.8%
8	\$129,926	\$133,771	\$140,950	\$121,694	\$113,403			\$126,871	\$127,338	102%	-2.0%
9	\$135,122	\$139,121	\$143,770	\$125,044	\$116,178			\$130,676	\$130,958	103%	-3.1%
10	\$140,530	\$144,686	\$146,645	\$128,363	\$119,019			\$134,599	\$134,662	104%	-4.2%
11	\$144,041	\$153,106	\$149,578	\$131,640	\$121,929			\$138,635	\$138,978	104%	-3.5%
12	\$144,041	\$153,106	\$151,073	\$134,875	\$124,907			\$142,794	\$141,351	102%	-1.9%
13	\$146,921	\$153,106	\$152,584	\$138,121	\$128,590			\$147,079	\$143,896	102%	-2.1%
14	\$146,921	\$153,106	\$154,110	\$141,377	\$131,735			\$151,492	\$146,364	100%	-0.4%
15	\$149,861	\$156,936	\$155,651	\$144,633	\$134,951			\$156,036	\$149,641	100%	-0.1%
16	\$152,858	\$156,936	\$155,651	\$147,889	\$138,935			\$160,717	\$152,026	101%	-0.5%
17	\$152,858	\$156,936	\$155,651	\$151,145	\$142,333			\$165,536	\$154,320	99%	1.0%
18	\$152,858	\$156,936	\$155,651	\$154,401	\$146,536			\$170,503	\$156,805	97%	2.6%
19	\$152,858	\$160,859	\$155,651	\$157,647	\$150,167			\$175,620	\$159,989	96%	4.7%
20	\$152,858	\$160,859	\$155,651	\$160,882	\$153,950			\$180,889	\$162,446	94%	6.3%
21	\$152,858	\$160,859	\$155,651	\$160,882	\$153,950			\$186,316	\$163,532	93%	7.0%
22	\$152,858	\$160,859	\$155,651	\$160,882	\$153,950			\$191,906	\$164,650	93%	7.7%
23	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
24	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
25	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
26	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
27	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
28	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
29	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
30	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950			\$191,906	\$165,454	92%	8.2%
31	\$152,858	\$164,880	\$155,651	\$160,882	\$153,950	\$148,478	\$165,799	\$191,906	\$163,078	94%	6.7%

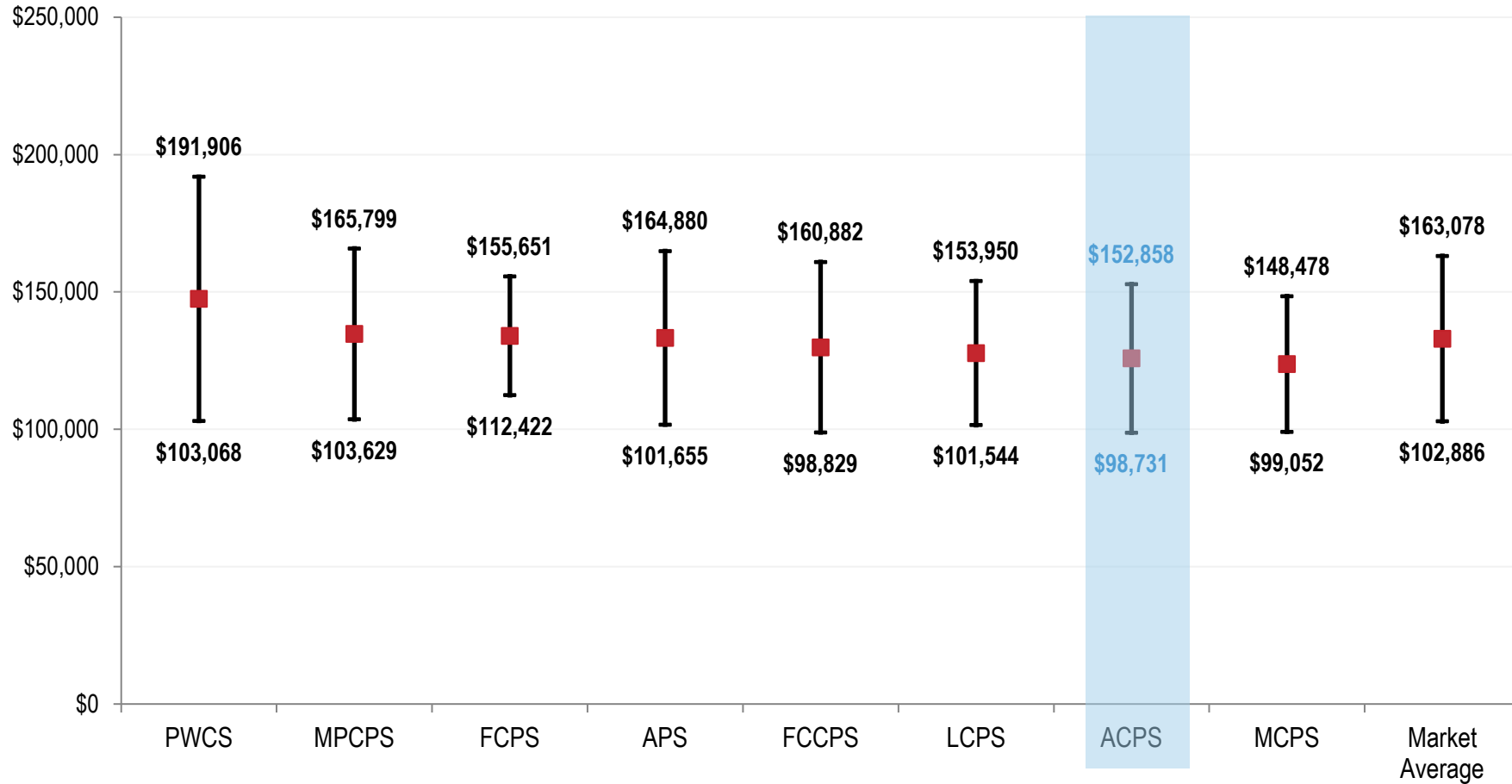
Range Width 55% 62% 38% 63% 52% 50% 60% 86%

**Alexandria City Public Schools
FY20 School Principals**

Principal, Middle School					
Rank <small>(by Pay Range Midpoint)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Prince William	\$103,068	\$147,487	\$191,906	86%
2	Manassas Park	\$103,629	\$134,714	\$165,799	60%
3	Fairfax	\$112,422	\$134,037	\$155,651	38%
4	Arlington	\$101,655	\$133,268	\$164,880	62%
5	Falls Church	\$98,829	\$129,856	\$160,882	63%
6	Loudoun	\$101,544	\$127,747	\$153,950	52%
7	Alexandria	\$98,731	\$125,795	\$152,858	55%
8	Manassas	\$99,052	\$123,765	\$148,478	50%
Market Average (excluding Alexandria)		\$102,886	\$132,982	\$163,078	59%
Alexandria as a % of Market Average		96%	95%	94%	

**Alexandria City Public Schools
FY20 School Principals**

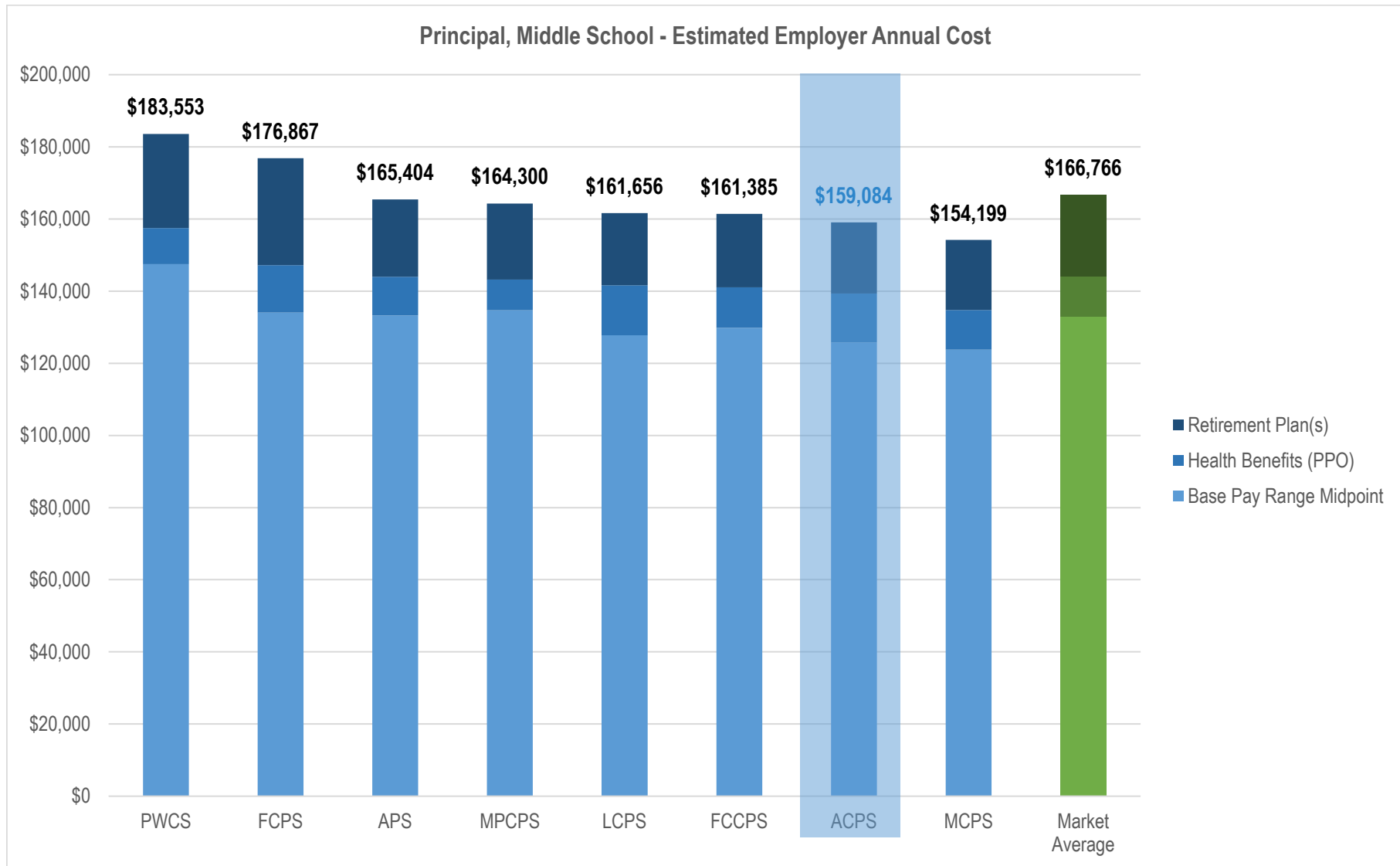
Principal, Middle School Annual Pay
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools
FY20 School Principals**

Principal, Middle School					
Rank <small>(by Estimated Employer Annual Cost)</small>	School Division	Estimated Employer Annual Cost			
		Base Pay Range Midpoint	Health Benefits (PPO)	Retirement Plan(s)	Total
1	Prince William	\$147,487	\$9,990	\$26,076	\$183,553
2	Fairfax	\$134,037	\$13,182	\$29,649	\$176,867
3	Arlington	\$133,268	\$10,707	\$21,429	\$165,404
4	Manassas Park	\$134,714	\$8,463	\$21,123	\$164,300
5	Loudoun	\$127,747	\$13,878	\$20,031	\$161,656
6	Falls Church	\$129,856	\$11,169	\$20,361	\$161,385
7	Alexandria	\$125,795	\$13,565	\$19,725	\$159,084
8	Manassas	\$123,765	\$11,027	\$19,406	\$154,199
Market Average (excluding Alexandria)		\$132,982	\$11,202	\$22,582	\$166,766
Alexandria as a % of Market Average		95%	121%	87%	95%

Alexandria City Public Schools FY20 School Principals



**Alexandria City Public Schools
FY20 School Principals**

Principal, High School

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Principal, High School	High School Principal	Principal, High School	High School Principal	Principal, High	High School Principal	Principal - High School	High School Principal			
1	\$135,240	\$106,739	\$120,621	\$110,272	\$108,599	\$103,179	\$114,262	\$115,629	\$111,329	121%	-17.7%
2	\$139,296	\$111,007	\$125,446	\$113,809	\$108,708			\$119,206	\$115,635	120%	-17.0%
3	\$143,477	\$115,450	\$130,464	\$117,346	\$110,647			\$122,781	\$119,338	120%	-16.8%
4	\$147,780	\$120,065	\$135,683	\$120,872	\$112,433			\$126,466	\$123,104	120%	-16.7%
5	\$152,213	\$124,867	\$139,753	\$124,503	\$114,227			\$130,260	\$126,722	120%	-16.7%
6	\$156,780	\$129,860	\$143,946	\$128,248	\$116,443			\$134,167	\$130,533	120%	-16.7%
7	\$161,484	\$135,058	\$148,264	\$132,035	\$118,733			\$138,192	\$134,456	120%	-16.7%
8	\$166,327	\$140,461	\$151,229	\$135,801	\$121,058			\$142,338	\$138,177	120%	-16.9%
9	\$171,317	\$146,077	\$154,254	\$139,535	\$124,019			\$146,609	\$142,099	121%	-17.1%
10	\$176,458	\$151,922	\$157,339	\$143,239	\$127,052			\$151,005	\$146,111	121%	-17.2%
11	\$176,458	\$160,763	\$160,486	\$146,901	\$130,158			\$155,536	\$150,769	117%	-14.6%
12	\$179,986	\$160,763	\$162,091	\$150,500	\$133,338			\$160,203	\$153,379	117%	-14.8%
13	\$179,986	\$160,763	\$163,712	\$154,120	\$137,270			\$165,007	\$156,174	115%	-13.2%
14	\$183,586	\$160,763	\$165,349	\$157,751	\$140,626			\$169,958	\$158,889	116%	-13.5%
15	\$187,260	\$164,781	\$167,002	\$161,382	\$144,058			\$175,058	\$162,456	115%	-13.2%
16	\$187,260	\$164,781	\$167,002	\$165,023	\$148,313			\$180,308	\$165,085	113%	-11.8%
17	\$187,260	\$164,781	\$167,002	\$168,653	\$151,939			\$185,719	\$167,619	112%	-10.5%
18	\$187,260	\$164,781	\$167,002	\$172,284	\$156,428			\$191,290	\$170,357	110%	-9.0%
19	\$187,260	\$168,900	\$167,002	\$175,904	\$160,303			\$197,028	\$173,827	108%	-7.2%
20	\$187,260	\$168,900	\$167,002	\$179,514	\$164,343			\$202,939	\$176,540	106%	-5.7%
21	\$187,260	\$168,900	\$167,002	\$179,514	\$164,343			\$209,028	\$177,757	105%	-5.1%
22	\$187,260	\$168,900	\$167,002	\$179,514	\$164,343			\$215,299	\$179,012	105%	-4.4%
23	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
24	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
25	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
26	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
27	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
28	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
29	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
30	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343			\$215,299	\$179,856	104%	-4.0%
31	\$187,260	\$173,123	\$167,002	\$179,514	\$164,343	\$154,770	\$182,823	\$215,299	\$176,696	106%	-5.6%

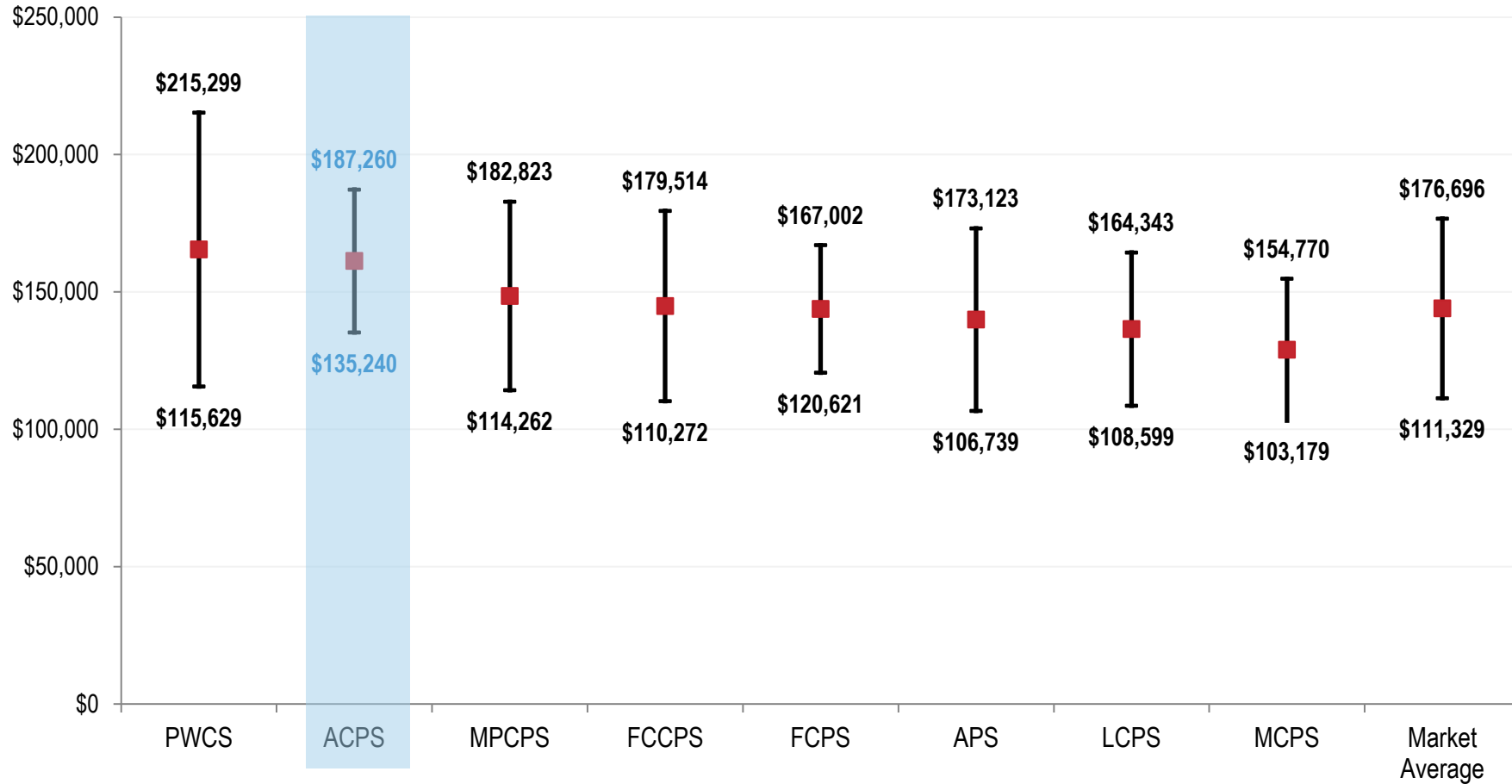
Range Width 38% 62% 38% 63% 51% 50% 60% 86%

**Alexandria City Public Schools
FY20 School Principals**

Principal, High School					
Rank <small>(by Pay Range Midpoint)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Prince William	\$115,629	\$165,464	\$215,299	86%
2	Alexandria	\$135,240	\$161,250	\$187,260	38%
3	Manassas Park	\$114,262	\$148,543	\$182,823	60%
4	Falls Church	\$110,272	\$144,893	\$179,514	63%
5	Fairfax	\$120,621	\$143,812	\$167,002	38%
6	Arlington	\$106,739	\$139,931	\$173,123	62%
7	Loudoun	\$108,599	\$136,471	\$164,343	51%
8	Manassas	\$103,179	\$128,975	\$154,770	50%
Market Average (excluding Alexandria)		\$111,329	\$144,013	\$176,696	59%
Alexandria as a % of Market Average		121%	112%	106%	

**Alexandria City Public Schools
FY20 School Principals**

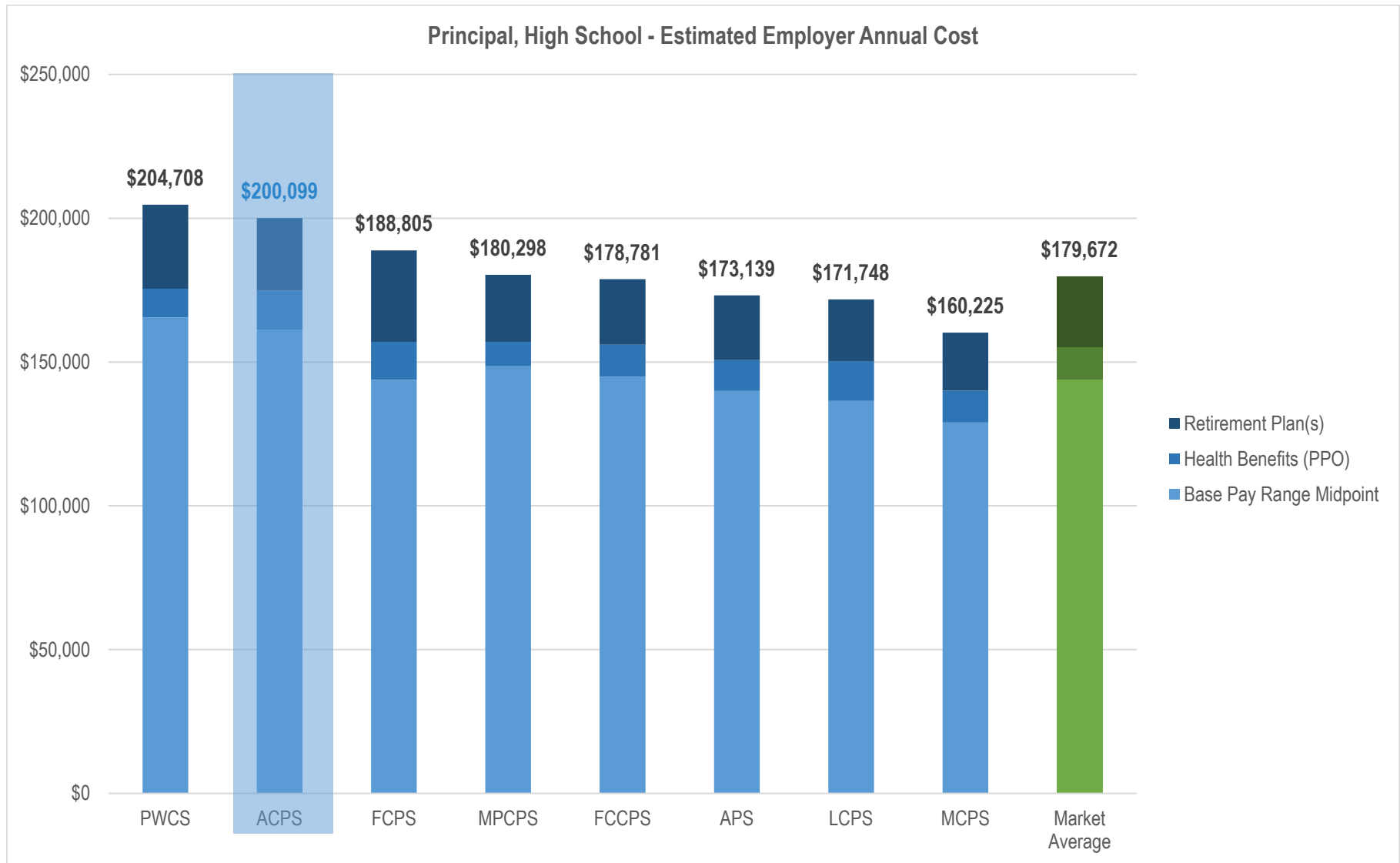
Principal, High School Annual Pay
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools
FY20 School Principals**

Principal, High School					
Rank <small>(by Estimated Employer Annual Cost)</small>	School Division	Estimated Employer Annual Cost			
		Base Pay Range Midpoint	Health Benefits (PPO)	Retirement Plan(s)	Total
1	Prince William	\$165,464	\$9,990	\$29,254	\$204,708
2	Alexandria	\$161,250	\$13,565	\$25,284	\$200,099
3	Fairfax	\$143,812	\$13,182	\$31,811	\$188,805
4	Manassas Park	\$148,543	\$8,463	\$23,291	\$180,298
5	Falls Church	\$144,893	\$11,169	\$22,719	\$178,781
6	Arlington	\$139,931	\$10,707	\$22,501	\$173,139
7	Loudoun	\$136,471	\$13,878	\$21,399	\$171,748
8	Manassas	\$128,975	\$11,027	\$20,223	\$160,225
Market Average (excluding Alexandria)		\$144,013	\$11,202	\$24,457	\$179,672
Alexandria as a % of Market Average		112%	121%	103%	111%

Alexandria City Public Schools FY20 School Principals



**Alexandria City Public Schools
FY20 School Principals**

Principal, K-8

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Principal, K-8	No Match	No Match	No Match	No Match	No Match	No Match	Middle School Principal			
1	\$94,032							\$103,068	Insufficient data	NA	NA
2	\$97,790							\$106,253	Insufficient data	NA	NA
3	\$101,705							\$109,440	Insufficient data	NA	NA
4	\$105,770							\$112,721	Insufficient data	NA	NA
5	\$110,004							\$116,106	Insufficient data	NA	NA
6	\$114,403							\$119,587	Insufficient data	NA	NA
7	\$118,980							\$123,176	Insufficient data	NA	NA
8	\$123,737							\$126,871	Insufficient data	NA	NA
9	\$128,690							\$130,676	Insufficient data	NA	NA
10	\$133,838							\$134,599	Insufficient data	NA	NA
11	\$137,182							\$138,635	Insufficient data	NA	NA
12	\$137,182							\$142,794	Insufficient data	NA	NA
13	\$139,927							\$147,079	Insufficient data	NA	NA
14	\$139,927							\$151,492	Insufficient data	NA	NA
15	\$142,726							\$156,036	Insufficient data	NA	NA
16	\$145,582							\$160,717	Insufficient data	NA	NA
17	\$145,582							\$165,536	Insufficient data	NA	NA
18	\$145,582							\$170,503	Insufficient data	NA	NA
19	\$145,582							\$175,620	Insufficient data	NA	NA
20	\$145,582							\$180,889	Insufficient data	NA	NA
21	\$145,582							\$186,316	Insufficient data	NA	NA
22	\$145,582							\$191,906	Insufficient data	NA	NA
23	\$145,582							\$191,906	Insufficient data	NA	NA
24	\$145,582							\$191,906	Insufficient data	NA	NA
25	\$145,582							\$191,906	Insufficient data	NA	NA
26	\$145,582							\$191,906	Insufficient data	NA	NA
27	\$145,582							\$191,906	Insufficient data	NA	NA
28	\$145,582							\$191,906	Insufficient data	NA	NA
29	\$145,582							\$191,906	Insufficient data	NA	NA
30	\$145,582							\$191,906	Insufficient data	NA	NA
31	\$145,582							\$191,906	Insufficient data	NA	NA

Range Width 55% NA NA NA NA NA NA 86%

**Alexandria City Public Schools
FY20 School Principals**

Principal, K-8					
Rank <small>(by Pay Range Midpoint)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Prince William	\$103,068	\$147,487	\$191,906	86%
2	Alexandria	\$94,032	\$119,807	\$145,582	55%
NA	Fairfax	NA	NA	NA	NA
NA	Manassas Park	NA	NA	NA	NA
NA	Arlington	NA	NA	NA	NA
NA	Manassas	NA	NA	NA	NA
NA	Falls Church	NA	NA	NA	NA
NA	Loudoun	NA	NA	NA	NA
Market Average (excluding Alexandria)		Insufficient Data			
Alexandria as a % of Market Average		Insufficient Data			

**Alexandria City Public Schools
FY20 School Principals**

Principal, K-8					
Rank <small>(by Estimated Employer Annual Cost)</small>	School Division	Estimated Employer Annual Cost			
		Base Pay Range Midpoint	Health Benefits (PPO)	Retirement Plan(s)	Total
1	Prince William	\$147,487	\$9,990	\$26,076	\$183,553
2	Alexandria	\$119,807	\$13,565	\$18,786	\$152,158
NA	Fairfax	NA	NA	NA	NA
NA	Arlington	NA	NA	NA	NA
NA	Manassas Park	NA	NA	NA	NA
NA	Manassas	NA	NA	NA	NA
NA	Falls Church	NA	NA	NA	NA
NA	Loudoun	NA	NA	NA	NA
Market Average (excluding Alexandria)		Insufficient Data			
Alexandria as a % of Market Average		Insufficient Data			

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

MEDICAL INSURANCE PREMIUMS - PPO/POS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	CIGNA Healthcare Open Access, HIGH Option	\$253.82	\$539.40	\$599.66	\$1,066.08	\$1,023.24	\$1,356.41	32%	68%	36%	64%	43%	57%
Fairfax	Aetna/Innovation Health	\$123.20	\$698.14	\$410.68	\$1,232.02	\$513.25	\$1,540.10	15%	85%	25%	75%	25%	75%
Falls Church	Key Advantage 250 COMPREHENSIVE	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%
Loudoun	POS Plan	\$132.90	\$738.38	\$458.49	\$1,286.44	\$628.44	\$1,548.17	15%	85%	26%	74%	29%	71%
Manassas	Key Advantage 250 COMPREHENSIVE	\$202.00	\$579.00	\$510.00	\$935.00	\$744.00	\$1,365.00	26%	74%	35%	65%	35%	65%
Manassas Park	Key Advantage 250 COMPREHENSIVE	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%
Prince William	KeyCare Enhanced PPO/Blue View Vision	\$122.36	\$548.16	\$558.84	\$843.72	\$791.12	\$1,218.06	18%	82%	40%	60%	39%	61%
Market Average		\$161.78	\$606.13	\$490.24	\$1,018.46	\$723.65	\$1,363.46	21%	79%	32%	68%	35%	65%
Alexandria	United Healthcare POS	\$153.76	\$615.05	\$295.30	\$1,181.22	\$410.28	\$1,641.16	20%	80%	20%	80%	20%	80%

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

MEDICAL INSURANCE PREMIUMS - HMO													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Kaiser Permanente HMO	\$120.40	\$426.89	\$291.70	\$830.23	\$508.98	\$1,132.88	22%	78%	26%	74%	31%	69%
Fairfax	Kaiser Permanente Signature HMO	\$100.33	\$568.52	\$334.43	\$1,003.28	\$418.03	\$1,254.09	15%	85%	25%	75%	25%	75%
Falls Church	Kaiser Permanente HMO	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%
Loudoun	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manassas	Kaiser Permanente	\$133.00	\$579.00	\$375.00	\$935.00	\$544.00	\$1,365.00	19%	81%	29%	71%	28%	72%
Manassas Park	HMO/DMO with Comprehensive Dental	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%
Prince William	Kaiser Permanente	\$24.51	\$465.96	\$307.36	\$717.18	\$443.71	\$1,035.36	5%	95%	30%	70%	30%	70%
Market Average		\$114.94	\$525.49	\$369.16	\$866.53	\$549.16	\$1,204.18	18%	82%	30%	70%	31%	69%
Alexandria	Kaiser HMO	\$111.52	\$446.11	\$213.88	\$855.49	\$297.04	\$1,188.16	20%	80%	20%	80%	20%	80%

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

DENTAL INSURANCE PREMIUMS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Delta Dental of Virginia	\$29.20	\$15.72	\$57.10	\$30.76	\$85.02	\$45.78	65%	35%	65%	35%	65%	35%
Fairfax	Aetna PPO Dental	\$18.66	\$43.56	\$31.73	\$74.04	\$45.00	\$104.98	30%	70%	30%	70%	30%	70%
Falls Church	NA (included in health)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loudoun	Delta Dental	\$1.34	\$57.37	\$17.27	\$98.97	\$26.46	\$120.42	2%	98%	15%	85%	18%	82%
Manassas	Delta Dental	\$20.44	\$30.66	\$40.90	\$61.34	\$70.36	\$105.54	40%	60%	40%	60%	40%	60%
Manassas Park	NA (included in health)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prince William	Delta Dental Standard	\$0.00	\$32.06	\$0.00	\$45.12	\$0.00	\$69.54	0%	100%	0%	100%	0%	100%
Market Average		\$13.93	\$35.87	\$29.40	\$62.05	\$45.37	\$89.25	28%	72%	32%	68%	34%	66%
Alexandria	CareFirst	\$17.98	\$23.83	\$29.30	\$38.82	\$47.14	\$62.50	43%	57%	43%	57%	43%	57%

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

VISION INSURANCE PREMIUMS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Vision Service Plan (VSP)	\$9.08	\$0.00	\$14.54	\$0.00	\$23.40	\$0.00	100%	0%	100%	0%	100%	0%
Fairfax	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Falls Church	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loudoun	Davis Vision	\$0.13	\$4.77	\$1.08	\$7.39	\$2.69	\$11.14	3%	97%	13%	87%	19%	81%
Manassas	Vision Service Plan (VSP)	\$10.07	\$0.00	\$17.31	\$0.00	\$27.90	\$0.00	100%	0%	100%	0%	100%	0%
Manassas Park	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prince William	Vision Service Plan (VSP) (Supplemental)	\$9.32	\$0.00	\$11.56	\$0.00	\$18.96	\$0.00	100%	0%	100%	0%	100%	0%
Market Average		\$7.15	\$1.19	\$11.12	\$1.85	\$18.24	\$2.78	86%	14%	86%	14%	87%	13%
Alexandria	EyeMed	\$6.34	\$0.00	\$12.06	\$0.00	\$17.70	\$0.00	100%	0%	100%	0%	100%	0%

ACPS rates represent full-time Licensed and Administrator benefits contributions

Alexandria City Public Schools
Total Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)

ACPS PPO/POS Enrollment	
EE Only	53%
EE + 1	20%
Family	27%

TOTAL HEALTH CONTRIBUTION (PPO/POS Medical, Dental, & Vision)													Weighted Average Employer Total Monthly Health Contribution
School Division	Monthly Premium Contributions						Monthly Cost Sharing (%)						
	EE Only		EE + 1		Family		EE Only		EE + 1		Family		
	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	
Arlington	\$292.10	\$555.12	\$671.30	\$1,096.84	\$1,131.66	\$1,402.19	34%	66%	38%	62%	45%	55%	\$892.23
Fairfax	\$141.86	\$741.70	\$442.41	\$1,306.06	\$558.25	\$1,645.08	16%	84%	25%	75%	25%	75%	\$1,098.50
Falls Church	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%	\$930.72
Loudoun	\$134.38	\$800.52	\$476.84	\$1,392.80	\$657.58	\$1,679.73	14%	86%	26%	74%	28%	72%	\$1,156.52
Manassas	\$232.51	\$609.66	\$568.21	\$996.34	\$842.26	\$1,470.54	28%	72%	36%	64%	36%	64%	\$918.95
Manassas Park	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%	\$705.29
Prince William	\$131.68	\$580.22	\$570.40	\$888.84	\$810.08	\$1,287.60	18%	82%	39%	61%	39%	61%	\$832.51
Market Average	\$175.82	\$632.43	\$517.59	\$1,063.84	\$766.48	\$1,428.81	22%	78%	33%	67%	35%	65%	\$933.53
Alexandria	\$178.08	\$638.88	\$336.66	\$1,220.04	\$475.12	\$1,703.66	22%	78%	22%	78%	22%	78%	\$1,130.42

ACPS rates represent full-time Licensed and Administrator benefits contributions

Alexandria City Public Schools
Total Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)

ACPS HMO Enrollment	
EE Only	63%
EE + 1	14%
Family	22%

TOTAL HEALTH CONTRIBUTION (HMO Medical, Dental, & Vision)													Weighted Average Employer Total Monthly Health Contribution
School Division	Monthly Premium Contributions						Monthly Cost Sharing (%)						
	EE Only		EE + 1		Family		EE Only		EE + 1		Family		
	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	
Arlington	\$158.68	\$442.61	\$363.34	\$860.99	\$617.40	\$1,178.66	26%	74%	30%	70%	34%	66%	\$666.35
Fairfax	\$118.99	\$612.08	\$366.16	\$1,077.32	\$463.03	\$1,359.07	16%	84%	25%	75%	25%	75%	\$844.90
Falls Church	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%	\$820.74
Loudoun	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manassas	\$163.51	\$609.66	\$433.21	\$996.34	\$642.26	\$1,470.54	21%	79%	30%	70%	30%	70%	\$856.80
Manassas Park	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%	\$673.09
Prince William	\$33.83	\$498.02	\$318.92	\$762.30	\$462.67	\$1,104.90	6%	94%	29%	71%	30%	70%	\$671.06
Market Average	\$131.07	\$545.83	\$398.02	\$901.74	\$594.27	\$1,258.49	19%	81%	31%	69%	32%	68%	\$755.49
Alexandria	\$135.84	\$469.94	\$255.24	\$894.31	\$361.88	\$1,250.66	22%	78%	22%	78%	22%	78%	\$704.51

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools
Total Retirement Contributions**

School Division	Plan Name	Supplemental Plan Name	Employer Contribution to Retirement Plans		
			Primary Plan	Supplemental Plan	Total
Arlington	VRS Hybrid Plan	403b and 403b Roth	15.68%	0.40%	16.08%
Fairfax	VRS Hybrid Plan	ERFC (Supplemental)*	15.68%	6.44%	22.12%
Falls Church	VRS Hybrid Plan**	- -	15.68%	- -	15.68%
Loudoun	VRS Hybrid Plan	- -	15.68%	- -	15.68%
Manassas	VRS Hybrid Plan	- -	15.68%	- -	15.68%
Manassas Park	VRS Hybrid Plan	- -	15.68%	- -	15.68%
Prince William	VRS Hybrid Plan	403b and 403b Roth	15.68%	2.00%	17.68%
Market Average			15.68%	2.95%	16.94%
Alexandria	VRS Hybrid Plan	403b and 403b Roth	15.68%	0.00%	15.68%

* FCPS normal cost rate is 3.09% for the Education Employees' Supplementary Retirement System of Fairfax County (ERFC)

** Segal assumed that Falls Church City PS uses the same contribution rate as the City of Falls Church.