



Alexandria City Public Schools FY20 Compensation Study

PARAPROFESSIONAL MARKET COMPARISONS

December 20, 2019

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Alexandria City Public Schools – Paraprofessional Market Comparisons

Final

December 20, 2019

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**Alexandria City Public Schools
FY20 Paraprofessionals**

Paraprofessional I

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	Paraprofessional I	Instructional Assistant I	Instructional Assistant	Instructional Aide	Teacher Assistant	Instructional Assistant - Kindergarten	Instructional Aide	Teacher Assistant			
1	\$16.92	\$18.19	\$16.42	\$14.93	\$16.50	\$16.10	\$17.34	\$15.56	\$16.43	103%	-2.9%
2	\$17.42	\$18.91	\$17.08	\$15.19	\$16.75	\$16.52		\$16.01	\$16.74	104%	-3.9%
3	\$17.95	\$19.71	\$17.76	\$15.71	\$16.94	\$16.93		\$16.48	\$17.25	104%	-3.9%
4	\$18.48	\$20.49	\$18.47	\$16.22	\$17.31	\$17.35		\$16.96	\$17.80	104%	-3.7%
5	\$19.04	\$21.31	\$19.21	\$16.80	\$17.54	\$17.77		\$17.45	\$18.35	104%	-3.6%
6	\$19.61	\$22.15	\$19.85	\$17.39	\$17.72	\$18.19		\$17.95	\$18.88	104%	-3.7%
7	\$20.20	\$23.04	\$20.51	\$17.99	\$18.08	\$18.61		\$18.47	\$19.45	104%	-3.7%
8	\$20.81	\$23.97	\$21.19	\$18.58	\$18.49	\$19.03		\$19.01	\$20.05	104%	-3.7%
9	\$21.43	\$24.90	\$21.89	\$19.26	\$18.93	\$19.45		\$19.56	\$20.67	104%	-3.6%
10	\$22.08	\$25.92	\$22.48	\$20.00	\$19.42	\$19.87		\$20.13	\$21.30	104%	-3.5%
11	\$22.74	\$26.97	\$23.07	\$20.74	\$19.86	\$20.29		\$20.71	\$21.94	104%	-3.5%
12	\$23.41	\$27.77	\$23.68	\$21.49	\$20.31	\$20.71		\$21.31	\$22.55	104%	-3.7%
13	\$24.12	\$28.62	\$24.31	\$22.24	\$20.80	\$21.13		\$21.93	\$23.17	104%	-3.9%
14	\$24.84	\$29.98	\$24.96	\$22.98	\$21.31	\$21.55		\$22.56	\$23.89	104%	-3.8%
15	\$25.59	\$29.98	\$25.63	\$23.74	\$21.82	\$21.97		\$23.22	\$24.39	105%	-4.7%
16	\$26.35	\$29.98	\$26.04	\$24.48	\$22.31	\$22.39		\$23.89	\$24.85	106%	-5.7%
17	\$26.35	\$29.98	\$26.45	\$25.22	\$22.95	\$22.81		\$24.58	\$25.33	104%	-3.9%
18	\$26.88	\$29.98	\$26.98	\$25.98	\$23.58	\$23.23		\$25.30	\$25.84	104%	-3.9%
19	\$26.88	\$29.98	\$27.52	\$26.71	\$24.26	\$23.65		\$26.03	\$26.36	102%	-1.9%
20	\$27.42	\$29.98	\$27.80	\$27.46	\$24.94	\$24.07		\$26.79	\$26.84	102%	-2.1%
21	\$27.97	\$29.98	\$28.31	\$27.46	\$25.59	\$24.49		\$27.56	\$27.23	103%	-2.6%
22	\$27.97	\$29.98	\$28.80	\$27.46	\$26.33	\$24.91		\$28.36	\$27.64	101%	-1.2%
23	\$27.97	\$29.98	\$29.35	\$27.46	\$27.08	\$25.33		\$29.19	\$28.06	100%	0.3%
24	\$27.97	\$29.98	\$29.35	\$27.46	\$27.86	\$25.74		\$30.03	\$28.40	98%	1.5%
25	\$27.97	\$29.98	\$29.35	\$27.46	\$28.66	\$26.16		\$30.90	\$28.75	97%	2.8%
26	\$27.97	\$29.98	\$29.35	\$27.46	\$29.50	\$26.58		\$31.80	\$29.11	96%	4.1%
27	\$27.97	\$29.98	\$29.35	\$27.46	\$30.23	\$27.00		\$32.72	\$29.46	95%	5.3%
28	\$27.97	\$29.98	\$29.35	\$27.46	\$30.98	\$27.42		\$33.67	\$29.81	94%	6.6%
29	\$27.97	\$29.98	\$29.35	\$27.46	\$30.98	\$27.84		\$34.65	\$30.04	93%	7.4%
30	\$27.97	\$29.98	\$29.35	\$27.46	\$30.98	\$28.26		\$35.65	\$30.28	92%	8.3%
31	\$27.97	\$29.98	\$29.35	\$27.46	\$30.98	\$28.26	\$29.48	\$36.69	\$30.31	92%	8.4%

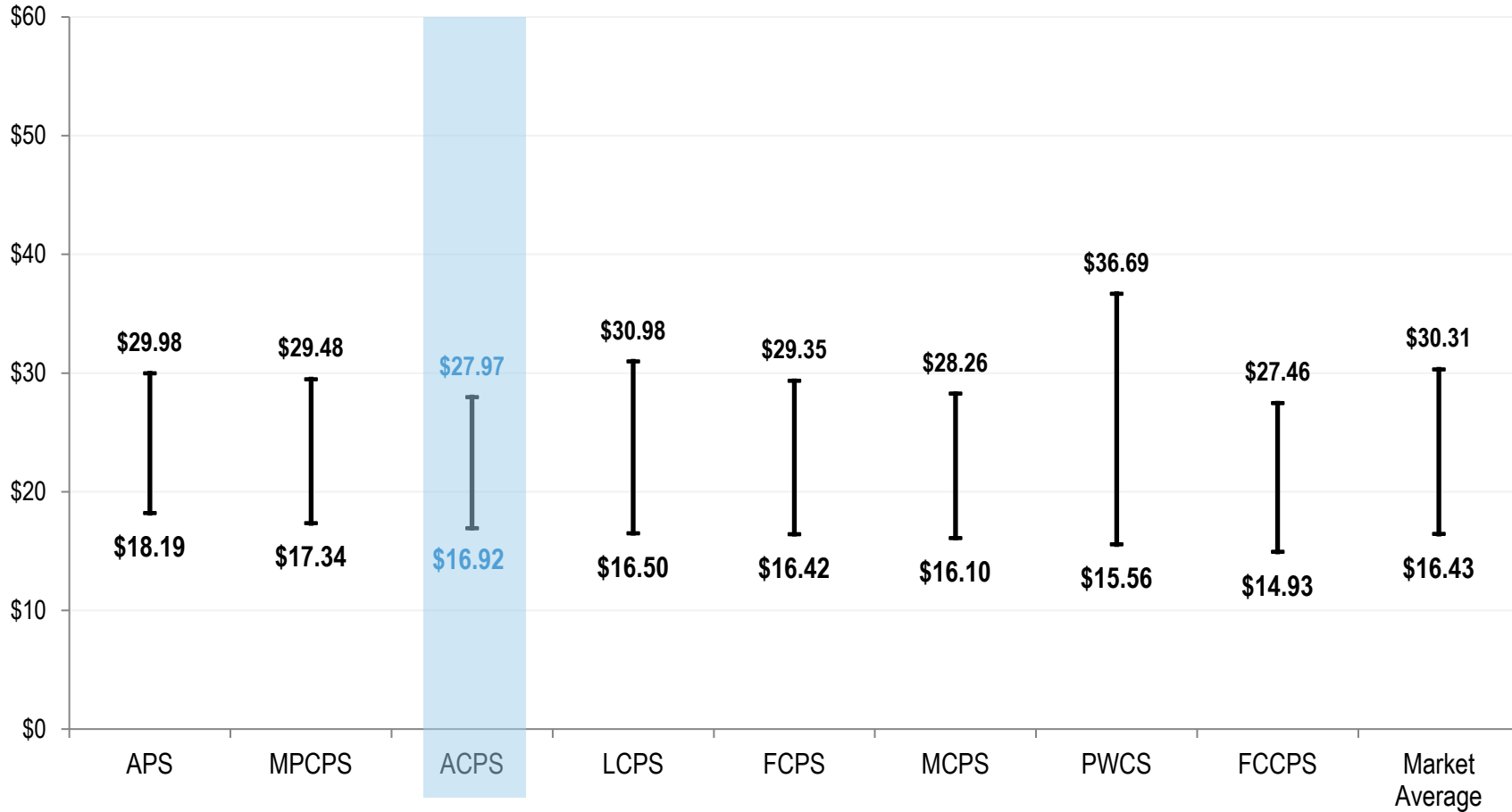
Range Width 65% 65% 79% 84% 88% 76% 70% 136%

**Alexandria City Public Schools
FY20 Paraprofessionals**

PARAPROFESSIONAL I					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Arlington	\$18.19	\$24.09	\$29.98	65%
2	Manassas Park	\$17.34	\$23.41	\$29.48	70%
3	Alexandria	\$16.92	\$22.45	\$27.97	65%
4	Loudoun	\$16.50	\$23.74	\$30.98	88%
5	Fairfax	\$16.42	\$22.88	\$29.35	79%
6	Manassas	\$16.10	\$22.18	\$28.26	76%
7	Prince William	\$15.56	\$26.12	\$36.69	136%
8	Falls Church	\$14.93	\$21.20	\$27.46	84%
Market Average (excluding Alexandria)		\$16.43	\$23.37	\$30.31	84%
Alexandria as a % of Market Average		103%	96%	92%	

Alexandria City Public Schools
FY20 Paraprofessionals

Paraprofessional I Hourly Pay
(sorted in descending order by minimum pay rate)

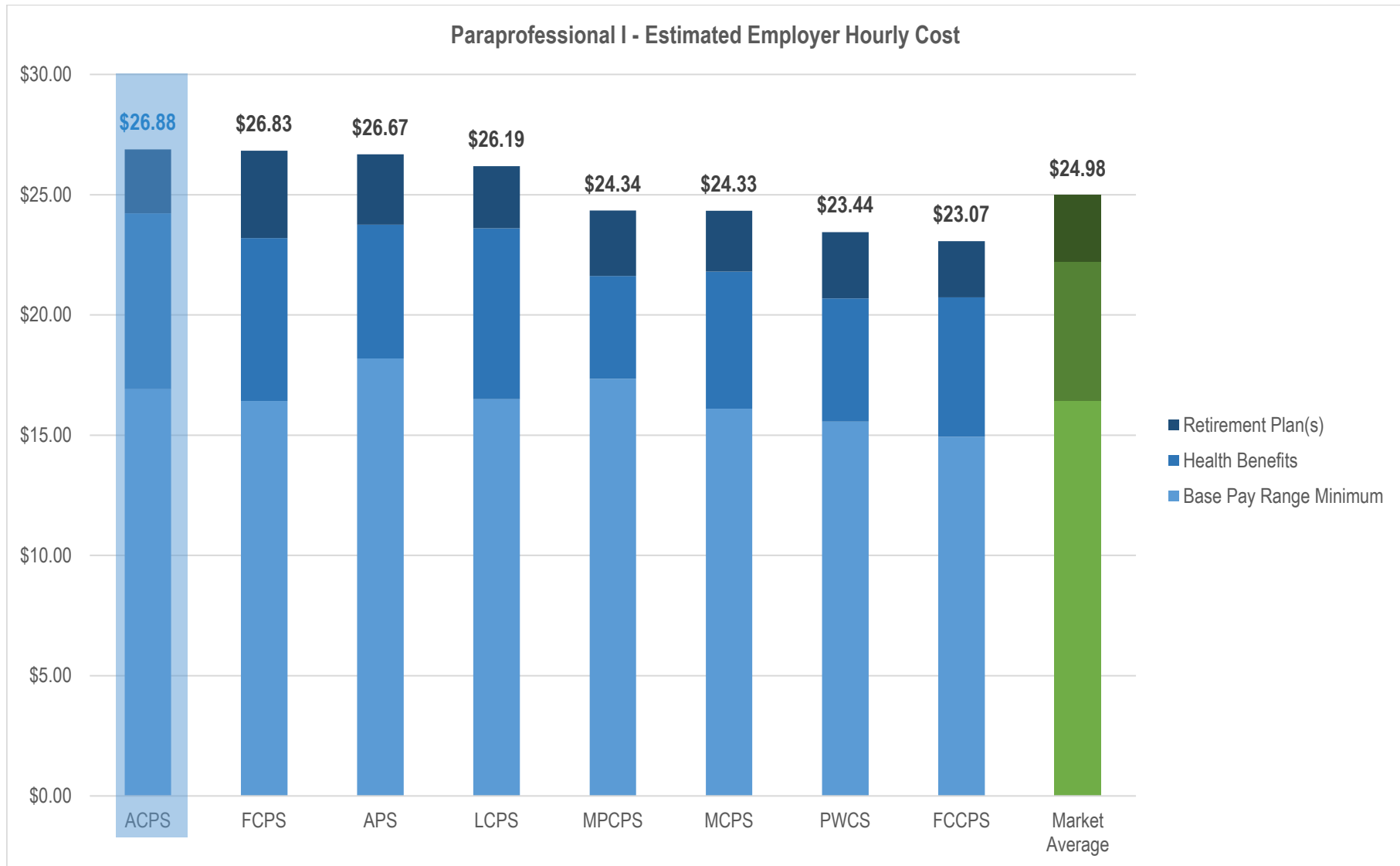


**Alexandria City Public Schools
FY20 Paraprofessionals**

PARAPROFESSIONAL I					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Hourly Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Alexandria	\$16.92	\$7.31	\$2.65	\$26.88
2	Fairfax	\$16.42	\$6.78	\$3.63	\$26.83
3	Arlington	\$18.19	\$5.56	\$2.92	\$26.67
4	Loudoun	\$16.50	\$7.10	\$2.59	\$26.19
5	Manassas Park	\$17.34	\$4.28	\$2.72	\$24.34
6	Manassas	\$16.10	\$5.70	\$2.52	\$24.33
7	Prince William	\$15.56	\$5.13	\$2.75	\$23.44
8	Falls Church	\$14.93	\$5.80	\$2.34	\$23.07
Market Average (excluding Alexandria)		\$16.43	\$5.77	\$2.78	\$24.98
Alexandria as a % of Market Average		103%	127%	95%	108%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Paraprofessionals



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Paraprofessionals**

Paraprofessional II

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	Paraprofessional II	Special Education Assistant	Public Health Training Assistant	Spec Ed, Paraprofessional	Teacher Assistant	Instructional Assistant (Special Ed)	Instructional Aide - Special Ed	Teacher Assistant			
1	\$17.42	\$19.45	\$16.42	\$17.38	\$16.50	\$16.10	\$17.34	\$15.56	\$16.96	103%	-2.6%
2	\$17.95	\$20.25	\$17.08	\$17.66	\$16.75	\$16.52		\$16.01	\$17.38	103%	-3.2%
3	\$18.48	\$21.06	\$17.76	\$18.24	\$16.94	\$16.93		\$16.48	\$17.90	103%	-3.1%
4	\$19.04	\$21.90	\$18.47	\$18.81	\$17.31	\$17.35		\$16.96	\$18.47	103%	-3.0%
5	\$19.61	\$22.79	\$19.21	\$19.42	\$17.54	\$17.77		\$17.45	\$19.03	103%	-3.0%
6	\$20.20	\$23.69	\$19.85	\$20.08	\$17.72	\$18.19		\$17.95	\$19.58	103%	-3.1%
7	\$20.81	\$24.66	\$20.51	\$20.72	\$18.08	\$18.61		\$18.47	\$20.18	103%	-3.0%
8	\$21.43	\$25.61	\$21.19	\$21.39	\$18.49	\$19.03		\$19.01	\$20.79	103%	-3.0%
9	\$22.08	\$26.63	\$21.89	\$22.13	\$18.93	\$19.45		\$19.56	\$21.43	103%	-2.9%
10	\$22.74	\$27.71	\$22.48	\$22.93	\$19.42	\$19.87		\$20.13	\$22.09	103%	-2.9%
11	\$23.41	\$28.84	\$23.07	\$23.76	\$19.86	\$20.29		\$20.71	\$22.76	103%	-2.8%
12	\$24.12	\$29.69	\$23.68	\$24.58	\$20.31	\$20.71		\$21.31	\$23.38	103%	-3.1%
13	\$24.84	\$30.58	\$24.31	\$25.40	\$20.80	\$21.13		\$21.93	\$24.02	103%	-3.3%
14	\$25.59	\$32.04	\$24.96	\$26.21	\$21.31	\$21.55		\$22.56	\$24.77	103%	-3.2%
15	\$26.35	\$32.04	\$25.63	\$27.03	\$21.82	\$21.97		\$23.22	\$25.28	104%	-4.0%
16	\$27.15	\$32.04	\$26.04	\$27.86	\$22.31	\$22.39		\$23.89	\$25.76	105%	-5.1%
17	\$27.15	\$32.04	\$26.45	\$28.66	\$22.95	\$22.81		\$24.58	\$26.25	103%	-3.3%
18	\$27.69	\$32.04	\$26.98	\$29.48	\$23.58	\$23.23		\$25.30	\$26.77	103%	-3.3%
19	\$27.69	\$32.04	\$27.52	\$30.29	\$24.26	\$23.65		\$26.03	\$27.30	101%	-1.4%
20	\$28.24	\$32.04	\$27.80	\$31.13	\$24.94	\$24.07		\$26.79	\$27.79	102%	-1.6%
21	\$28.81	\$32.04	\$28.31	\$31.13	\$25.59	\$24.49		\$27.56	\$28.19	102%	-2.2%
22	\$28.81	\$32.04	\$28.80	\$31.13	\$26.33	\$24.91		\$28.36	\$28.60	101%	-0.7%
23	\$28.81	\$32.04	\$29.35	\$31.13	\$27.08	\$25.33		\$29.19	\$29.02	99%	0.7%
24	\$28.81	\$32.04	\$29.35	\$31.13	\$27.86	\$25.74		\$30.03	\$29.36	98%	1.9%
25	\$28.81	\$32.04	\$29.35	\$31.13	\$28.66	\$26.16		\$30.90	\$29.71	97%	3.1%
26	\$28.81	\$32.04	\$29.35	\$31.13	\$29.50	\$26.58		\$31.80	\$30.07	96%	4.4%
27	\$28.81	\$32.04	\$29.35	\$31.13	\$30.23	\$27.00		\$32.72	\$30.41	95%	5.6%
28	\$28.81	\$32.04	\$29.35	\$31.13	\$30.98	\$27.42		\$33.67	\$30.76	94%	6.8%
29	\$28.81	\$32.04	\$29.35	\$31.13	\$30.98	\$27.84		\$34.65	\$31.00	93%	7.6%
30	\$28.81	\$32.04	\$29.35	\$31.13	\$30.98	\$28.26		\$35.65	\$31.23	92%	8.4%
31	\$28.81	\$32.04	\$29.35	\$31.13	\$30.98	\$28.26	\$29.48	\$36.69	\$31.13	93%	8.1%

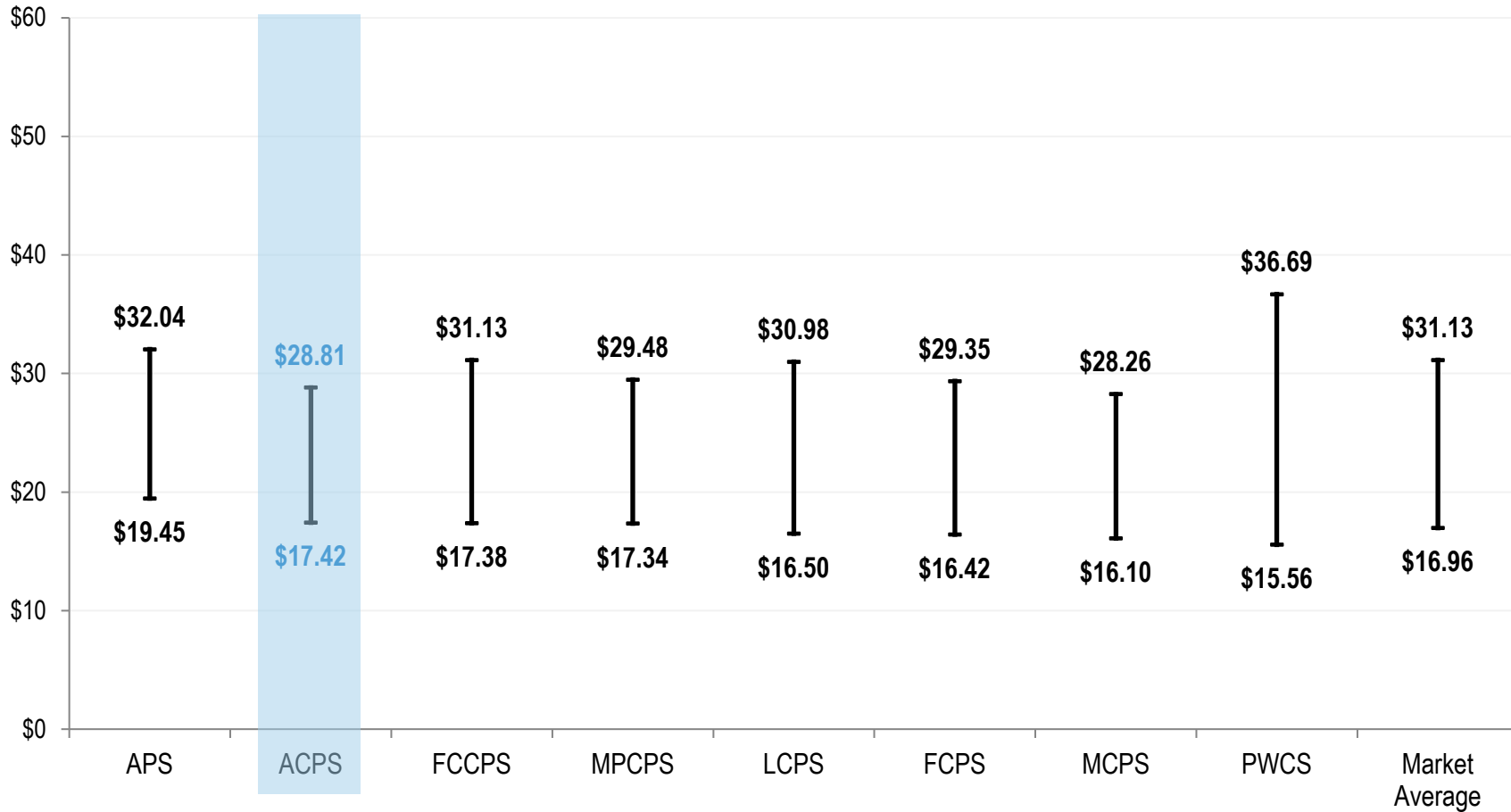
Range Width 65% 65% 79% 79% 88% 76% 70% 136%

**Alexandria City Public Schools
FY20 Paraprofessionals**

PARAPROFESSIONAL II					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Arlington	\$19.45	\$25.75	\$32.04	65%
2	Alexandria	\$17.42	\$23.12	\$28.81	65%
3	Falls Church	\$17.38	\$24.26	\$31.13	79%
4	Manassas Park	\$17.34	\$23.41	\$29.48	70%
5	Loudoun	\$16.50	\$23.74	\$30.98	88%
6	Fairfax	\$16.42	\$22.88	\$29.35	79%
7	Manassas	\$16.10	\$22.18	\$28.26	76%
8	Prince William	\$15.56	\$26.12	\$36.69	136%
Market Average (excluding Alexandria)		\$16.96	\$24.05	\$31.13	84%
Alexandria as a % of Market Average		103%	96%	93%	

**Alexandria City Public Schools
FY20 Paraprofessionals**

Paraprofessional II Hourly Pay
(sorted in descending order by minimum pay rate)

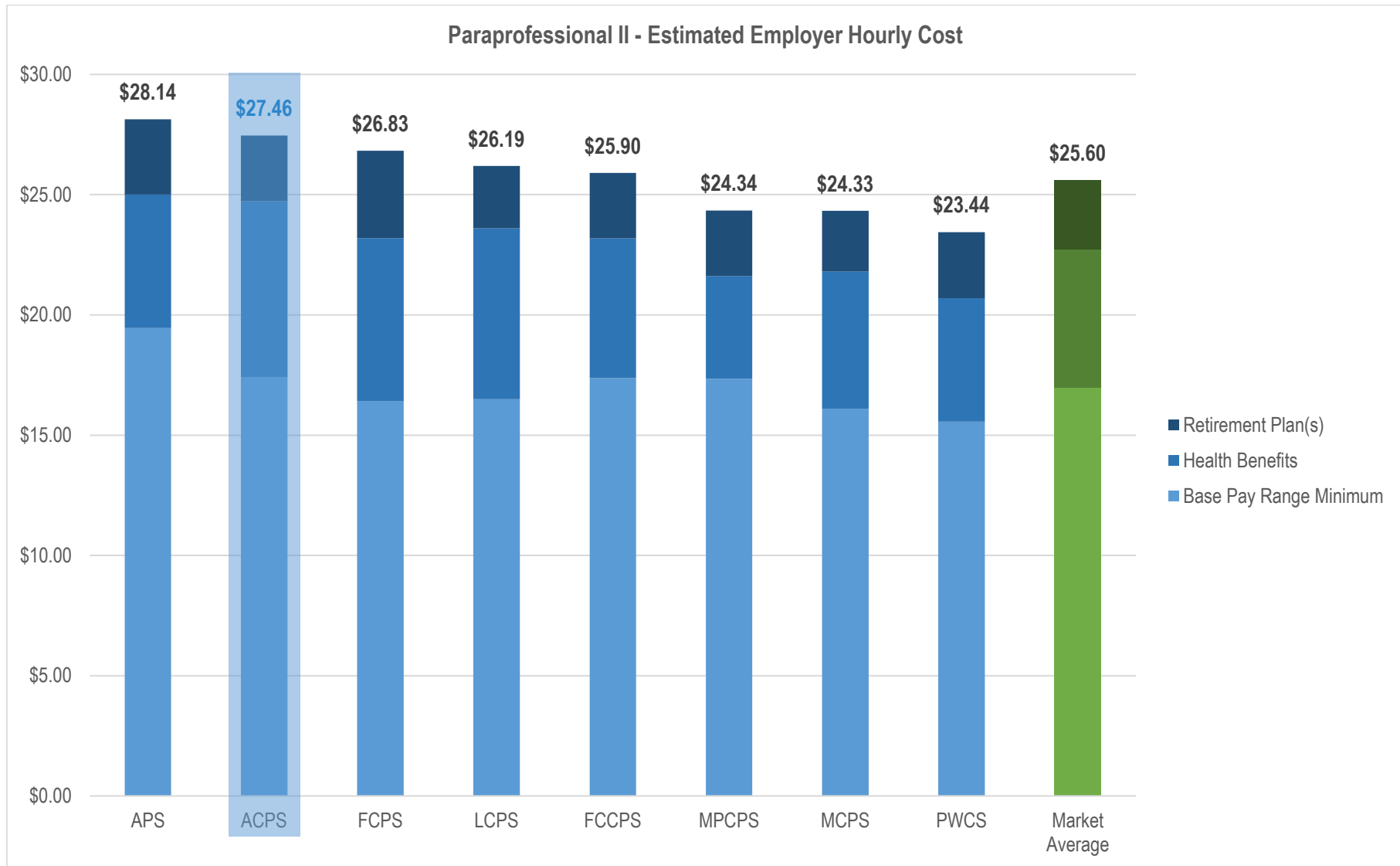


**Alexandria City Public Schools
FY20 Paraprofessionals**

PARAPROFESSIONAL II					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Annual Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Arlington	\$19.45	\$5.56	\$3.13	\$28.14
2	Alexandria	\$17.42	\$7.31	\$2.73	\$27.46
3	Fairfax	\$16.42	\$6.78	\$3.63	\$26.83
4	Loudoun	\$16.50	\$7.10	\$2.59	\$26.19
5	Falls Church	\$17.38	\$5.80	\$2.73	\$25.90
6	Manassas Park	\$17.34	\$4.28	\$2.72	\$24.34
7	Manassas	\$16.10	\$5.70	\$2.52	\$24.33
8	Prince William	\$15.56	\$5.13	\$2.75	\$23.44
Market Average (excluding Alexandria)		\$16.96	\$5.77	\$2.87	\$25.60
Alexandria as a % of Market Average		103%	127%	95%	107%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Paraprofessionals



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Paraprofessionals**

Paraprofessional IV

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	Paraprofessional IV	No Match	LPN (County Job)	No Match	No Match	No Match	No Match	Behavioral Health LPN (County Job)			
1	\$19.04		\$23.74					\$23.50	\$23.62	81%	24.1%
2	\$19.61								NA	NA	NA
3	\$20.20								NA	NA	NA
4	\$20.81								NA	NA	NA
5	\$21.43								NA	NA	NA
6	\$22.08								NA	NA	NA
7	\$22.74								NA	NA	NA
8	\$23.41								NA	NA	NA
9	\$24.12								NA	NA	NA
10	\$24.84								NA	NA	NA
11	\$25.59								NA	NA	NA
12	\$26.35								NA	NA	NA
13	\$27.15								NA	NA	NA
14	\$27.96								NA	NA	NA
15	\$28.80								NA	NA	NA
16	\$29.66								NA	NA	NA
17	\$29.66								NA	NA	NA
18	\$30.26								NA	NA	NA
19	\$30.26								NA	NA	NA
20	\$30.87								NA	NA	NA
21	\$31.48								NA	NA	NA
22	\$31.48								NA	NA	NA
23	\$31.48								NA	NA	NA
24	\$31.48								NA	NA	NA
25	\$31.48								NA	NA	NA
26	\$31.48								NA	NA	NA
27	\$31.48								NA	NA	NA
28	\$31.48								NA	NA	NA
29	\$31.48								NA	NA	NA
30	\$31.48								NA	NA	NA
31	\$31.48		\$39.57					\$39.88	\$39.72	79%	26.2%
Range Width	65%	NA	67%	NA	NA	NA	NA	70%			

**Alexandria City Public Schools
FY20 Paraprofessionals - Additional Paraprofessional IV (LPN) Data**

Data Source	Geographic Scope	Matching Title	Market Minimum	Market Median	Market Maximum
Economic Research Institute	Northern Virginia	LPN	\$22.14	\$25.42	\$29.63
PayFactors	Alexandria, VA	Nurse (LPN)	\$22.98	\$25.14	\$27.36
CompAnalyst	Washington, DC (Metro)	Licensed Practical Nurse	\$21.78	\$26.35	\$32.31
Willis Towers Watson	Washington-Baltimore-Northern Virginia, DC-MD-VA-WV	Licensed Practical/Vocational Nurse	\$23.32	\$26.15	\$27.21

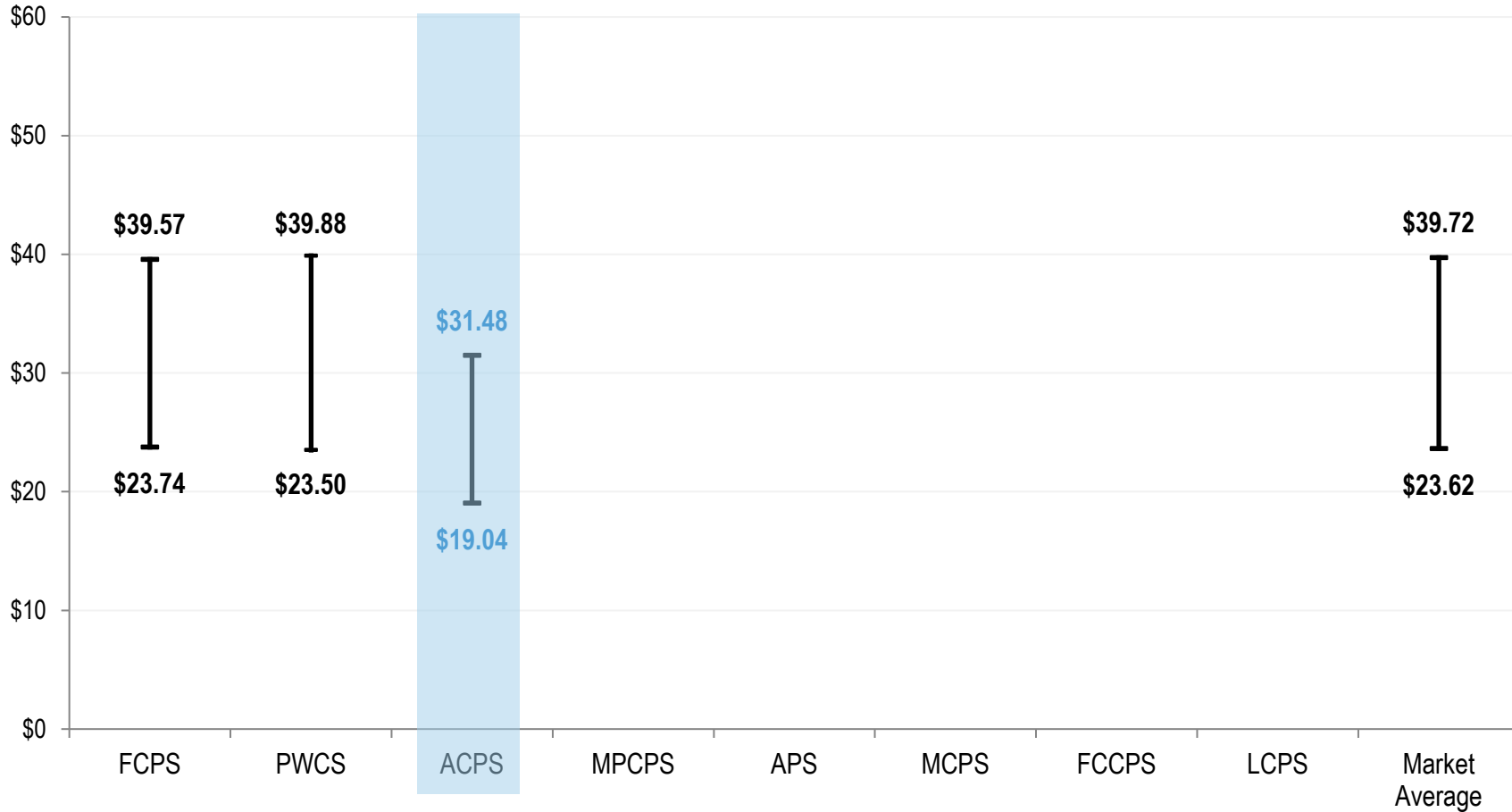
* The market minimum, median, and maximum data points represent the 10th, 50th, and 90th percentile data from each survey source for each match, except for PayFactors which represents the 25th, 50th, and 75th percentile data.

**Alexandria City Public Schools
FY20 Paraprofessionals**

PARAPROFESSIONAL IV					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Fairfax	\$23.74	\$31.65	\$39.57	67%
2	Prince William	\$23.50	\$31.69	\$39.88	70%
3	Alexandria	\$19.04	\$25.26	\$31.48	65%
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)		\$23.62	\$31.67	\$39.72	68%
Alexandria as a % of Market Average		81%	80%	79%	

Alexandria City Public Schools
FY20 Paraprofessionals

Paraprofessional IV Hourly Pay
(sorted in descending order by minimum pay rate)

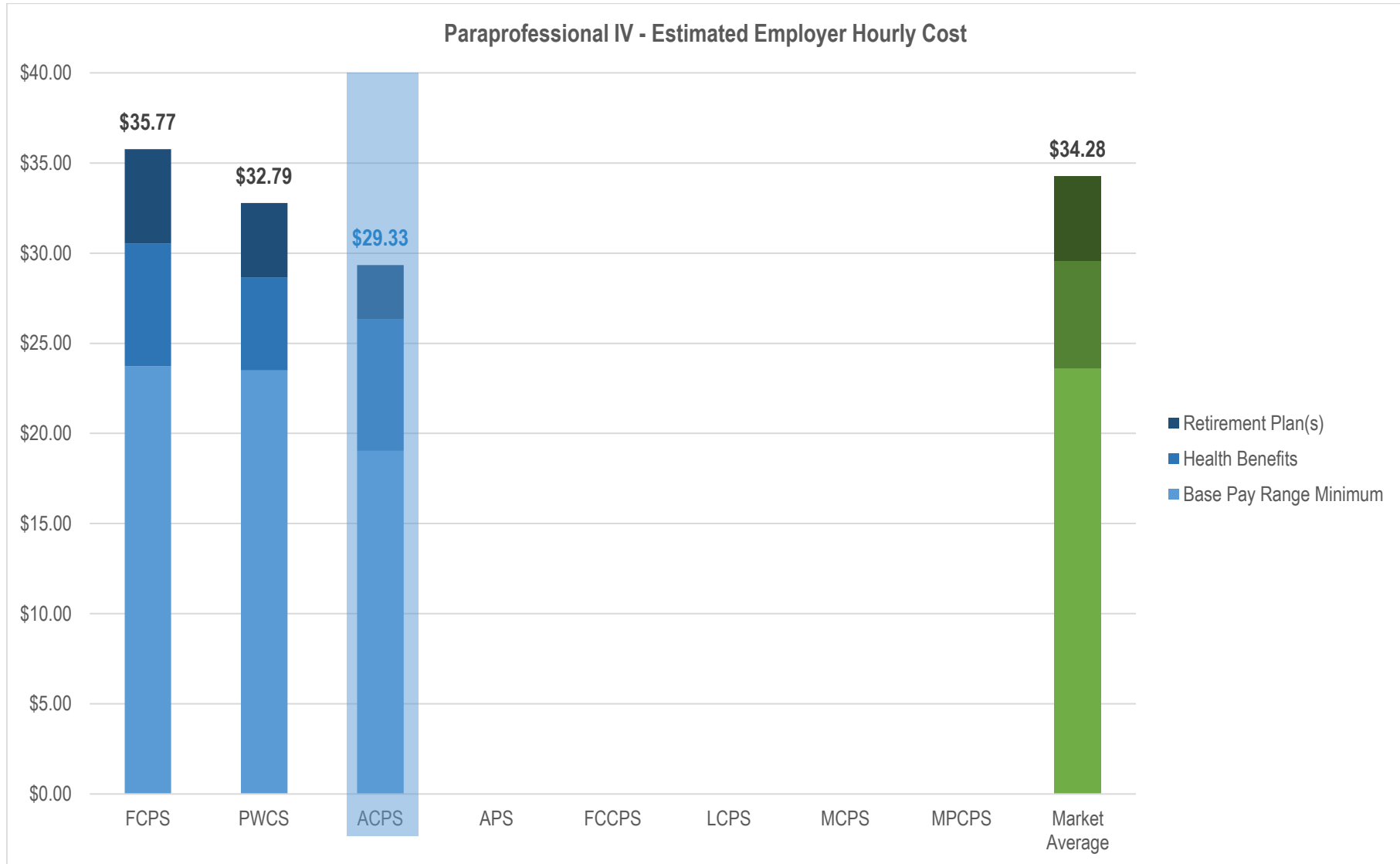


**Alexandria City Public Schools
FY20 Paraprofessionals**

PARAPROFESSIONAL IV					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Annual Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Fairfax	\$23.74	\$6.78	\$5.25	\$35.77
2	Prince William	\$23.50	\$5.13	\$4.15	\$32.79
3	Alexandria	\$19.04	\$7.31	\$2.99	\$29.33
NA	Arlington	NA	NA	NA	NA
NA	Falls Church	NA	NA	NA	NA
NA	Loudoun	NA	NA	NA	NA
NA	Manassas	NA	NA	NA	NA
NA	Manassas Park	NA	NA	NA	NA
Market Average (excluding Alexandria)		\$23.62	\$5.95	\$4.70	\$34.28
Alexandria as a % of Market Average		81%	123%	63%	86%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Paraprofessionals



**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

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	\$76.88	\$691.93	\$147.66	\$1,328.86	\$205.14	\$1,846.30	10%	90%	10%	90%	10%	90%

ACPS rates represent support staff benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

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	\$55.76	\$501.87	\$106.94	\$962.43	\$148.52	\$1,336.68	10%	90%	10%	90%	10%	90%

ACPS rates represent support staff benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

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 support staff benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

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 support staff benefits contributions

Alexandria City Public Schools
Total Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)

ACPS PPO/POS Enrollment	
EE Only	44%
EE + 1	22%
Family	34%

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%	\$963.73
Fairfax	\$141.86	\$741.70	\$442.41	\$1,306.06	\$558.25	\$1,645.08	16%	84%	25%	75%	25%	75%	\$1,174.51
Falls Church	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%	\$1,005.20
Loudoun	\$134.38	\$800.52	\$476.84	\$1,392.80	\$657.58	\$1,679.73	14%	86%	26%	74%	28%	72%	\$1,231.28
Manassas	\$232.51	\$609.66	\$568.21	\$996.34	\$842.26	\$1,470.54	28%	72%	36%	64%	36%	64%	\$988.65
Manassas Park	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%	\$742.41
Prince William	\$131.68	\$580.22	\$570.40	\$888.84	\$810.08	\$1,287.60	18%	82%	39%	61%	39%	61%	\$889.62
Market Average	\$175.82	\$632.43	\$517.59	\$1,063.84	\$766.48	\$1,428.81	22%	78%	33%	67%	35%	65%	\$999.34
Alexandria	\$101.20	\$715.76	\$189.02	\$1,367.68	\$269.98	\$1,908.80	12%	88%	12%	88%	12%	88%	\$1,266.67

ACPS rates represent support staff benefits contributions

Alexandria City Public Schools
Total Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)

ACPS HMO Enrollment	
EE Only	45%
EE + 1	21%
Family	34%

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%	\$780.47
Fairfax	\$118.99	\$612.08	\$366.16	\$1,077.32	\$463.03	\$1,359.07	16%	84%	25%	75%	25%	75%	\$963.61
Falls Church	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%	\$948.91
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%	\$982.95
Manassas Park	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%	\$739.51
Prince William	\$33.83	\$498.02	\$318.92	\$762.30	\$462.67	\$1,104.90	6%	94%	29%	71%	30%	70%	\$759.40
Market Average	\$131.07	\$545.83	\$398.02	\$901.74	\$594.27	\$1,258.49	19%	81%	31%	69%	32%	68%	\$862.48
Alexandria	\$80.08	\$525.70	\$148.30	\$1,001.25	\$213.36	\$1,399.18	13%	87%	13%	87%	13%	87%	\$922.18

ACPS rates represent support staff 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 uses the same contribution rate as the City of Falls Church.