



**Alexandria City Public Schools
FY20 Compensation Study**

SCHOOL PSYCHOLOGIST MARKET COMPARISONS

December 20, 2019

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Alexandria City Public Schools – School Psychologist Market Comparisons

Final

December 20, 2019

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**Alexandria City Public Schools
FY20 School Psychologists**

School Psychologist (Adjusted to 10 months)

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	School Psychologist	Psychologist*	Psychologist	School Psychologist*	Psychologist	School Psychologist*	Psychologist	School Psychologist*			
1	\$56,372	\$53,173	\$60,791	\$57,237	\$53,873	\$53,353	\$54,090	\$55,237	\$55,393	102%	-1.7%
2	\$58,061	\$53,978	\$63,223	\$57,237	\$56,332	\$53,353		\$56,065	\$56,698	102%	-2.3%
3	\$60,821	\$54,789	\$65,752	\$57,237	\$58,791	\$54,154		\$56,908	\$57,938	105%	-4.7%
4	\$62,644	\$57,530	\$68,382	\$58,871	\$61,250	\$54,966		\$57,762	\$59,794	105%	-4.5%
5	\$64,525	\$60,404	\$71,117	\$61,409	\$63,708	\$55,792		\$59,495	\$61,987	104%	-3.9%
6	\$66,783	\$63,425	\$73,606	\$64,051	\$66,167	\$56,629		\$61,279	\$64,193	104%	-3.9%
7	\$69,455	\$66,596	\$76,183	\$66,756	\$68,626	\$58,328		\$63,119	\$66,601	104%	-4.1%
8	\$72,232	\$69,924	\$78,848	\$69,867	\$71,085	\$60,077		\$65,014	\$69,136	104%	-4.3%
9	\$75,119	\$73,422	\$81,214	\$73,248	\$73,545	\$61,881		\$66,962	\$71,712	105%	-4.5%
10	\$77,749	\$77,093	\$83,651	\$76,785	\$76,003	\$63,739		\$68,971	\$74,374	105%	-4.3%
11	\$80,472	\$80,946	\$86,160	\$80,561	\$78,461	\$65,649		\$71,041	\$77,136	104%	-4.1%
12	\$83,288	\$84,994	\$88,745	\$84,420	\$80,920	\$67,619		\$73,171	\$79,978	104%	-4.0%
13	\$85,785	\$89,243	\$90,963	\$88,571	\$83,379	\$69,648		\$75,367	\$82,862	104%	-3.4%
14	\$88,359	\$95,346	\$93,238	\$92,836	\$85,838	\$71,736		\$77,627	\$86,104	103%	-2.6%
15	\$91,011	\$97,730	\$95,568	\$93,107	\$88,296	\$73,889		\$79,954	\$88,091	103%	-3.2%
16	\$93,743	\$100,175	\$97,480	\$93,388	\$90,755	\$76,105		\$82,353	\$90,043	104%	-3.9%
17	\$96,085	\$102,679	\$99,429	\$93,648	\$93,215	\$78,386		\$84,824	\$92,030	104%	-4.2%
18	\$98,488	\$102,679	\$99,429	\$95,780	\$95,674	\$80,738		\$87,370	\$93,612	105%	-5.0%
19	\$100,948	\$102,679	\$99,429	\$96,051	\$98,133	\$83,161		\$89,990	\$94,907	106%	-6.0%
20	\$100,948	\$102,679	\$99,429	\$96,561	\$100,591	\$85,657		\$92,688	\$96,268	105%	-4.6%
21	\$102,967	\$102,679	\$99,429	\$97,133	\$100,591	\$88,225		\$95,469	\$97,254	106%	-5.5%
22	\$102,967	\$102,679	\$99,429	\$99,109	\$100,591	\$90,871		\$98,333	\$98,502	105%	-4.3%
23	\$105,029	\$102,679	\$99,429	\$99,453	\$100,591	\$93,597		\$101,282	\$99,505	106%	-5.3%
24	\$107,128	\$102,679	\$99,429	\$99,786	\$100,591	\$96,405		\$104,322	\$100,535	107%	-6.2%
25	\$107,128	\$102,679	\$99,429	\$100,129	\$100,591	\$99,296		\$107,453	\$101,596	105%	-5.2%
26	\$107,128	\$102,679	\$99,429	\$101,793	\$100,591	\$102,276		\$110,676	\$102,907	104%	-3.9%
27	\$107,128	\$102,679	\$99,429	\$102,126	\$100,591	\$105,346		\$110,676	\$103,475	104%	-3.4%
28	\$107,128	\$102,679	\$99,429	\$102,459	\$100,591	\$108,506		\$110,676	\$104,057	103%	-2.9%
29	\$107,128	\$102,679	\$99,429	\$102,802	\$100,591	\$109,415		\$110,676	\$104,265	103%	-2.7%
30	\$107,128	\$102,679	\$99,429	\$102,802	\$100,591	\$110,325		\$110,676	\$104,417	103%	-2.5%
31	\$107,128	\$102,679	\$99,429	\$102,802	\$100,591	\$110,325	\$91,950	\$110,676	\$102,636	104%	-4.2%

Range Width 90% 93% 64% 80% 87% 107% 70% 100%

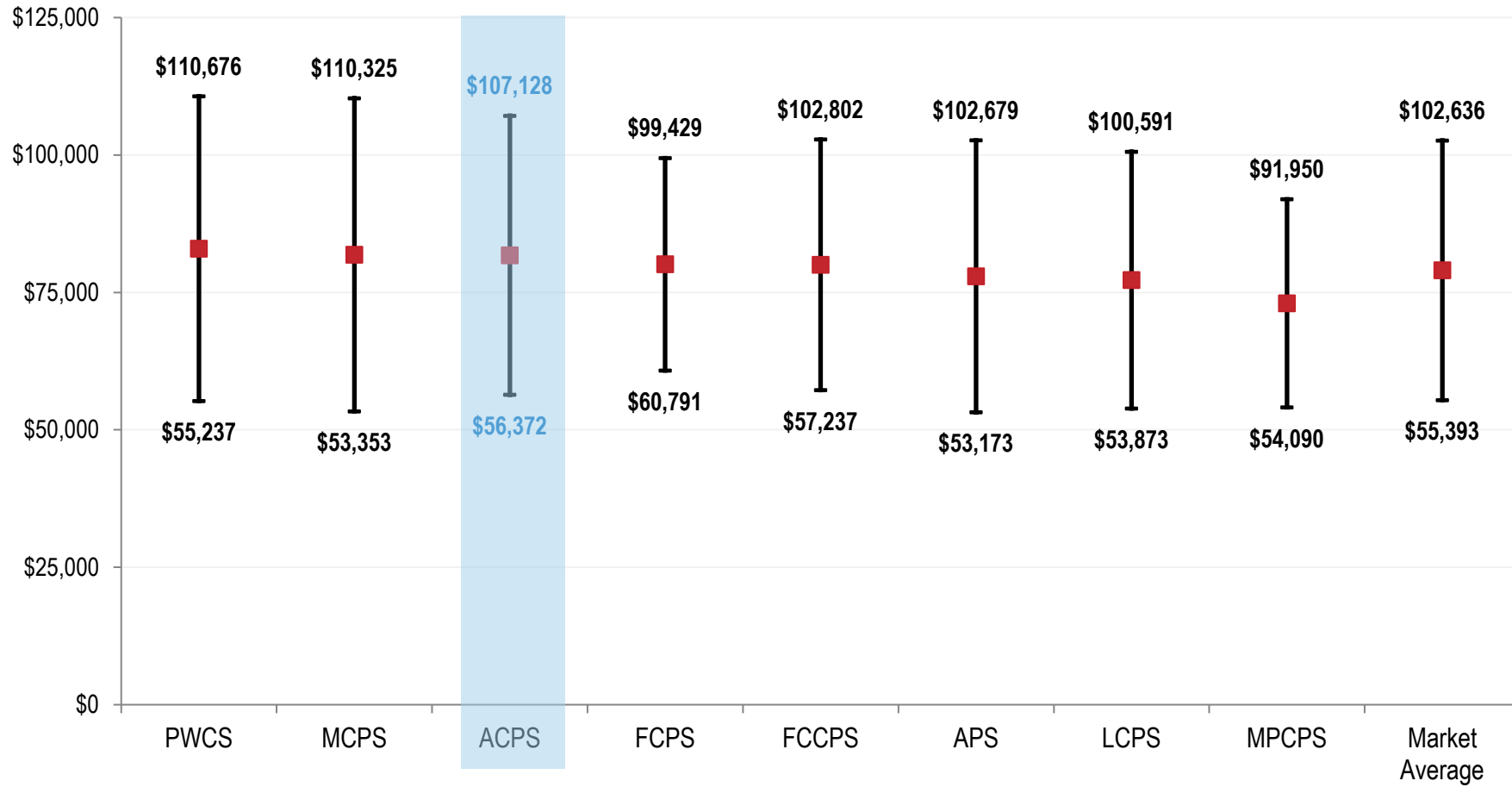
* Job is paid on the Teacher pay scale. Data represents Master's lane.

**Alexandria City Public Schools
FY20 School Psychologists**

School Psychologist (Adjusted to 10 months)					
Rank <small>(by Pay Range Midpoint)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Prince William	\$55,237	\$82,957	\$110,676	100%
2	Manassas	\$53,353	\$81,839	\$110,325	107%
3	Alexandria	\$56,372	\$81,750	\$107,128	90%
4	Fairfax	\$60,791	\$80,110	\$99,429	64%
5	Falls Church	\$57,237	\$80,020	\$102,802	80%
6	Arlington	\$53,173	\$77,926	\$102,679	93%
7	Loudoun	\$53,873	\$77,232	\$100,591	87%
8	Manassas Park	\$54,090	\$73,020	\$91,950	70%
Market Average (excluding Alexandria)		\$55,393	\$79,015	\$102,636	85%
Alexandria as a % of Market Average		102%	103%	104%	

Alexandria City Public Schools
FY20 School Psychologists

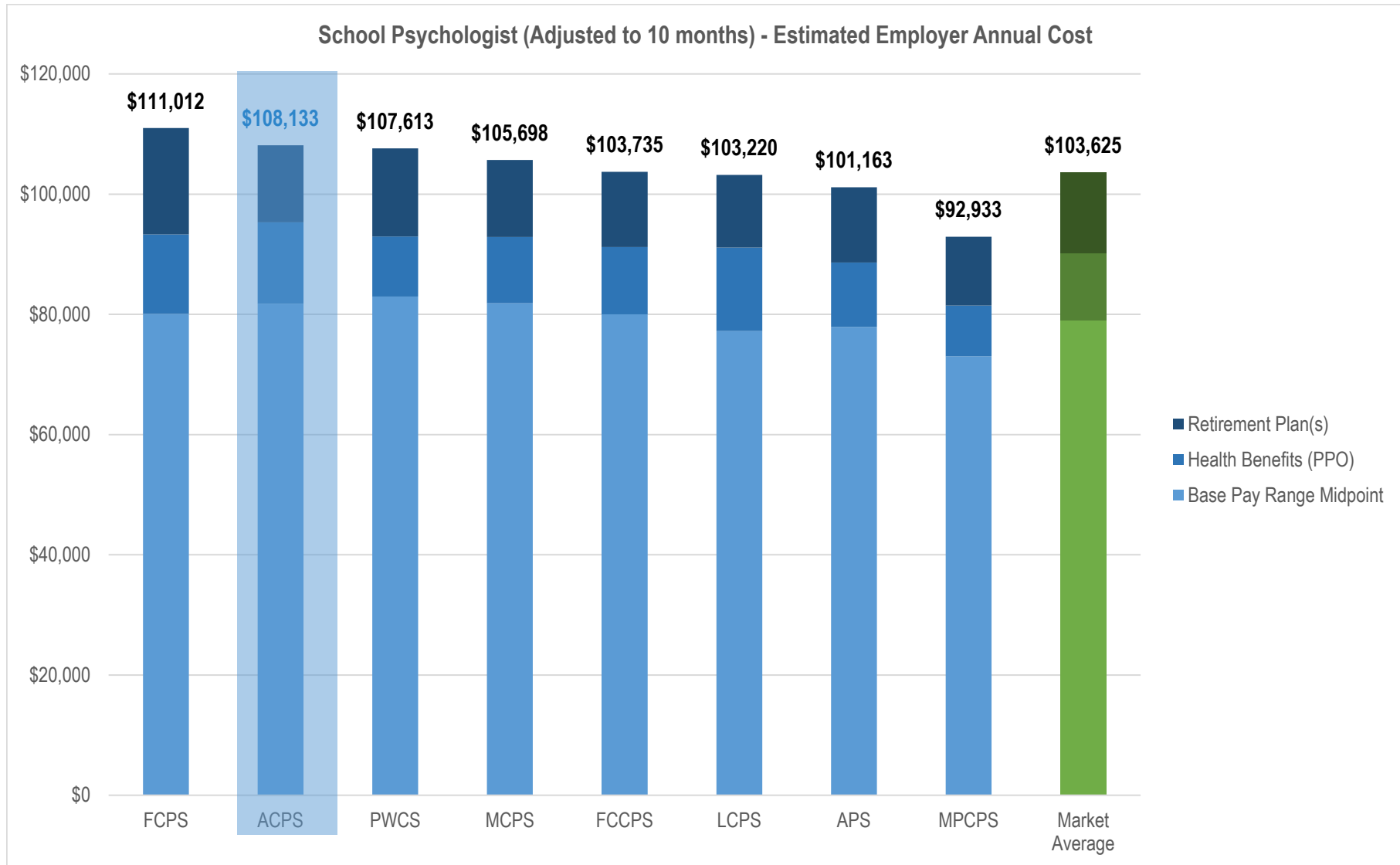
School Psychologist (Adjusted to 10 months) Pay
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools
FY20 School Psychologists**

School Psychologist (Adjusted to 10 months)					
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	\$80,110	\$13,182	\$17,720	\$111,012
2	Alexandria	\$81,750	\$13,565	\$12,818	\$108,133
3	Prince William	\$82,957	\$9,990	\$14,667	\$107,613
4	Manassas	\$81,839	\$11,027	\$12,832	\$105,698
5	Falls Church	\$80,020	\$11,169	\$12,547	\$103,735
6	Loudoun	\$77,232	\$13,878	\$12,110	\$103,220
7	Arlington	\$77,926	\$10,707	\$12,531	\$101,163
8	Manassas Park	\$73,020	\$8,463	\$11,450	\$92,933
Market Average (excluding Alexandria)		\$79,015	\$11,202	\$13,408	\$103,625
Alexandria as a % of Market Average		103%	121%	96%	104%

Alexandria City Public Schools FY20 School Psychologists



**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.