City of Alexandria

Fire Employees

Draft 2

2008 Watson Wyatt COMPARISON™ Study

Watson Wyatt Worldwide

March 2009

City of Alexandria - Fire Employees

2008 COMPARISON Study

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This report is intended only for internal use by City of Alexandria. The employers in the Watson Wyatt COMPARISON Database have agreed to allow their benefit plan provisions to be used for studies such as this only if the information is maintained in a confidential manner. This report should not be distributed to others outside City of Alexandria or relied upon by any other person without prior written consent from Watson Wyatt Worldwide. The information in this report has been carefully reviewed for accuracy. However, the accuracy of the information ultimately depends on accurate descriptions of the benefit plans provided by the participating employers.

Section I. Executive Summary

City of Alexandria - Fire Employees
2008 COMPARISON Study
Executive Summary

Watson Wyatt Worldwide has prepared this report at the request of City of Alexandria. The report presents the results of a comparison of City of Alexandria's Fire employee benefit plans with the benefit plans of the following employers:

Arlington County Government - Fire

Fairfax County Government - Fire & EMS

Montgomery County Government - Fire & EMS

Prince William County Government - Fire and Rescue

Overview of Results

Benefit	City of Alexandria's Value	Comparison Group Average Benefit Value	City of Alexandria's Ranking in Comparison Group	Benefit Value as a Percentage of City of Alexandria's Total Program
Total	100	108	5th	100
Retirement	100	121	5th	34
Health	100	99	Tied for 2nd	24
Paid Time Off	100	107	5th	38
Security	100	52	1st	4

Presentation of Results

Results are presented for all benefits combined (total), for related benefits combined (benefit groups) and for each benefit individually. Benefit groups were created to show the interaction of various related benefits because in certain areas different employers will provide one form of the benefit rather than another. For example, one employer may offer a defined contribution plan rather than a defined benefit plan. These values have been grouped under the retirement heading to provide a better comparison of the retirement income provided by each employer.

For each benefit subsidized by City of Alexandria, the employer-provided value of the benefit is set to 100. The comparative value of each other employer's program is then established, using City of Alexandria as a baseline. For example, if another employer's employer-provided health insurance is 2 percent more valuable than City of Alexandria's program, it will receive a score of 102. The detailed results of the study present City of Alexandria's position relative to the comparison employers through description, tables, and graphs.

Additional Information

We expect that the detailed information provided on the following pages will be helpful as a diagnostic tool to aid in determining if the level of benefits being provided is in line with City of Alexandria's benefits strategy. If any further information is desired in connection with this benefit comparison, or if any questions arise concerning this report, we will be happy to discuss this with you.

City of Alexandria - Fire Employees

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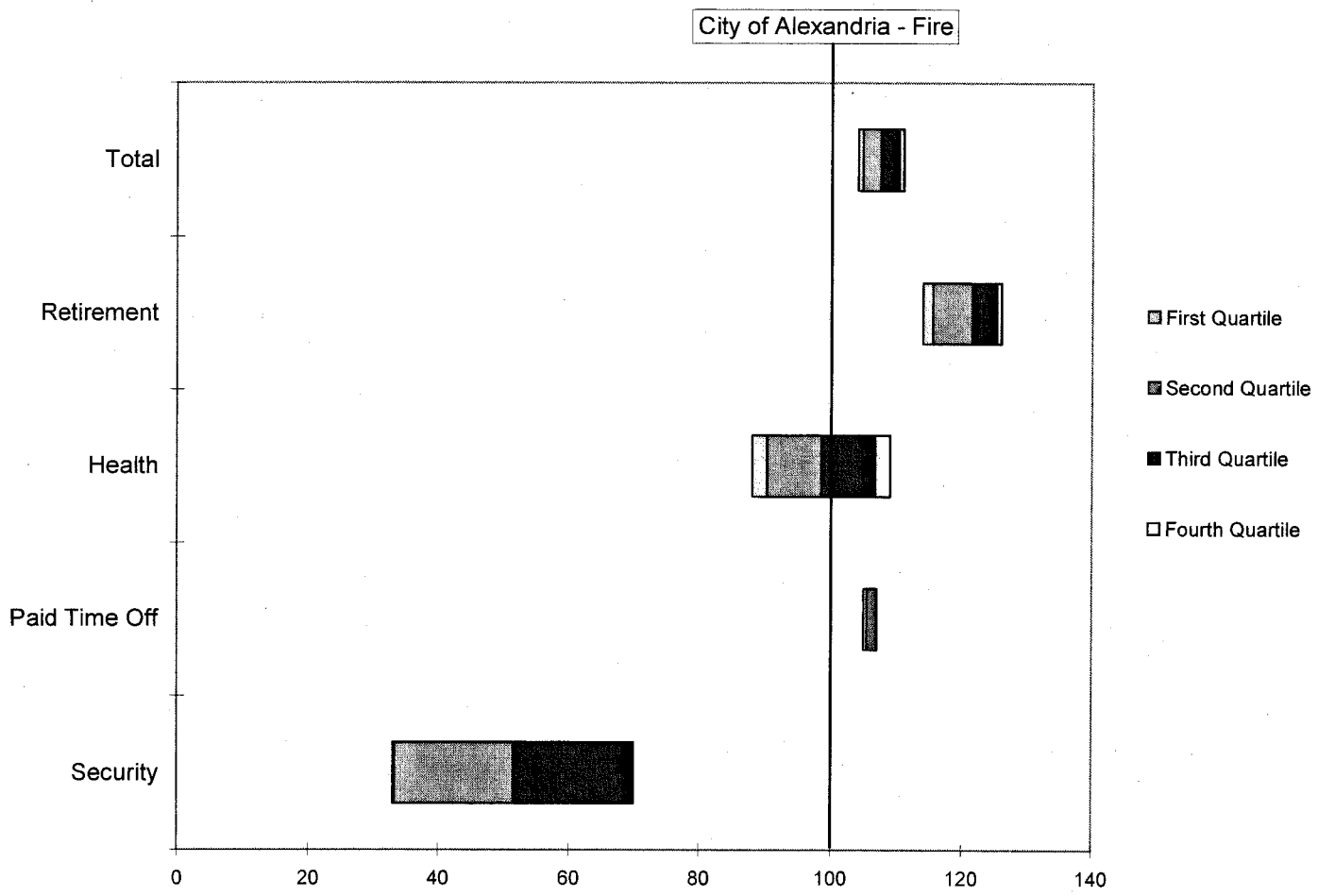
Distribution of Values

The following chart presents the distribution of benefit values by benefit groups. The vertical line represents the value of the City of Alexandria - Fire benefit, which is set to 100. The horizontal bars represent the distribution of values for the comparison group. Note that a longer bar indicates a larger variation in benefit values among the comparison group.



Retirement	Health	Paid Time Off	Security
Defined Benefit	Medical	Vacation	Life Insurance
Defined Contribution	Dental	Holidays	STD
Retiree Medical		Sick	LTD
Retiree Life			

City of Alexandria - Fire Employees

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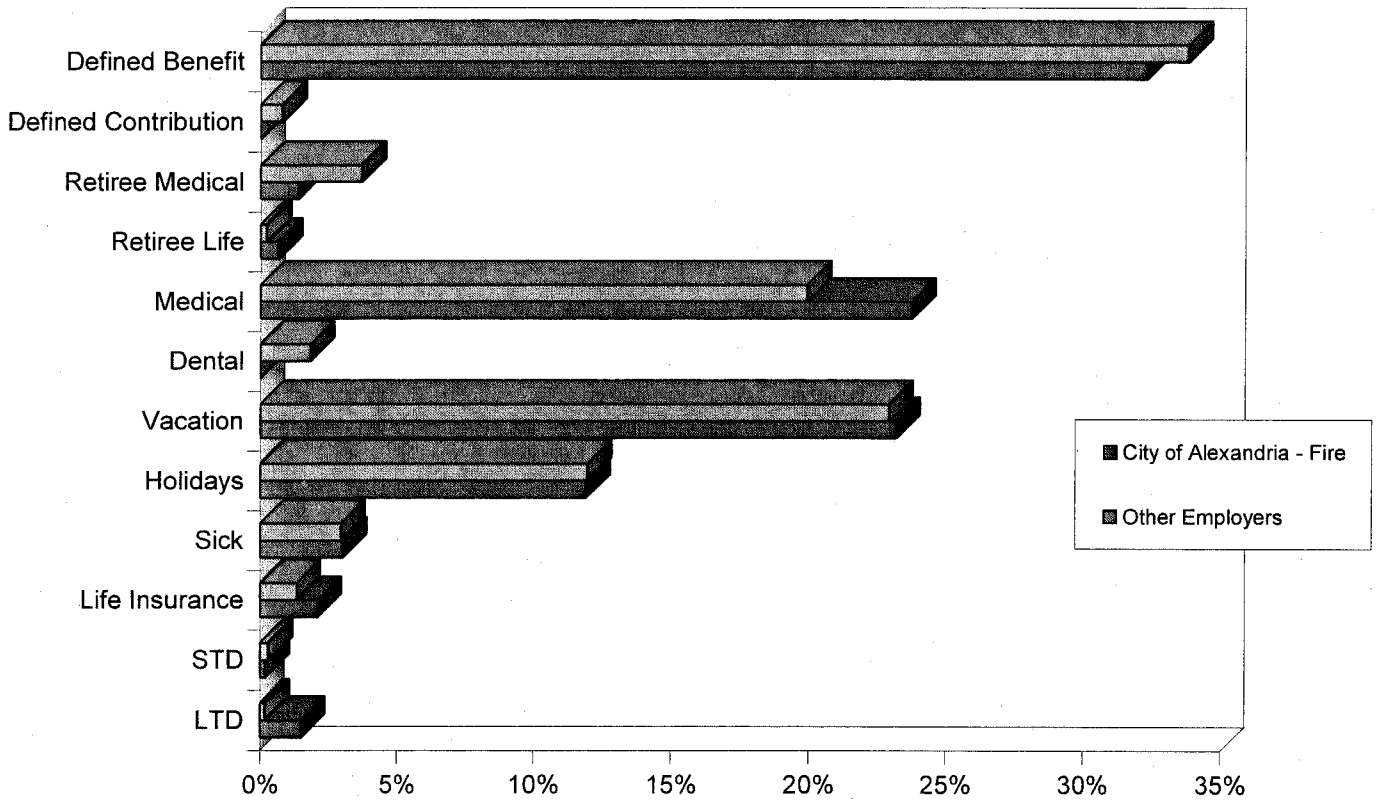
Components of Benefit Values

The following graph illustrates the portion of each employer-provided benefit as a percentage of the total benefit program for City of Alexandria and for an average of the other employers in the report.



Section II. Detailed Results

City of Alexandria - Fire Employees
2008 COMPARISON Study
General Methodology

The relative values in this report represent the annual cost of each benefit program without regard to the employer's funding or experience. A description of the specific methodology used to value each of the benefits in this report is included later in this section for each benefit group. A general overview of the valuation approach is provided here.

The cost of providing each benefit is calculated for every employee in the City of Alexandria workforce. The total cost of each benefit is the sum of the costs calculated for each employee. Employee costs based on actual employee contributions are subtracted from the total cost to produce an employer cost. The exception to this is defined contribution plans, where the employee contribution is the amount that the employee has contributed, and the employer match is calculated based on that contribution.

This calculation is repeated for each of the comparison employers, using City of Alexandria's workforce. That is, we are calculating the cost of the benefit plans of the comparison employers as if City of Alexandria had adopted the benefit provisions of each of the comparison employers. The costs calculated reflect the demographics and the assumptions of City of Alexandria. These values reflect the cost of the benefit, not the value "perceived" by employees.

The values are "normalized" to City of Alexandria's cost by dividing the cost calculated for each comparison employer by the cost calculated for City of Alexandria's benefit plans. The results are thus presented relative to City of Alexandria's results. If there is no employer cost for some of City of Alexandria's benefits, then those benefits are presented as relative to the average employer-provided value.

Results are presented first in a table format. Each employer in the study is ranked according to the value of the employer-provided benefit. The City of Alexandria value is highlighted. To assist in evaluating the benefits, the employee-provided value and the total value are also listed in each table. The values in the table also are presented in a bar chart. Additionally, for each benefit or benefit group other than the total, a pie chart representing that segment's value as a percentage of the City of Alexandria benefit program is presented. The benefit(s) being described appears as an exploded slice.

Demographics

The active employee workforce data used in this report was supplied by City of Alexandria. The workforce consists of 144 full time fire employees as of August 15, 2007. Demographics play a major role in the COMPARISON valuation and should be considered when reviewing results. A summary of the workforce follows.

Age		
Age Range	Count	%
Under 25	3	2%
25 – 29	19	13%
30 – 34	27	19%
35 – 39	21	15%
40 – 44	26	18%
45 – 49	29	20%
50 – 54	13	9%
55 – 59	5	3%
Over 59	1	1%
Total	144	100%
Average	39.9	

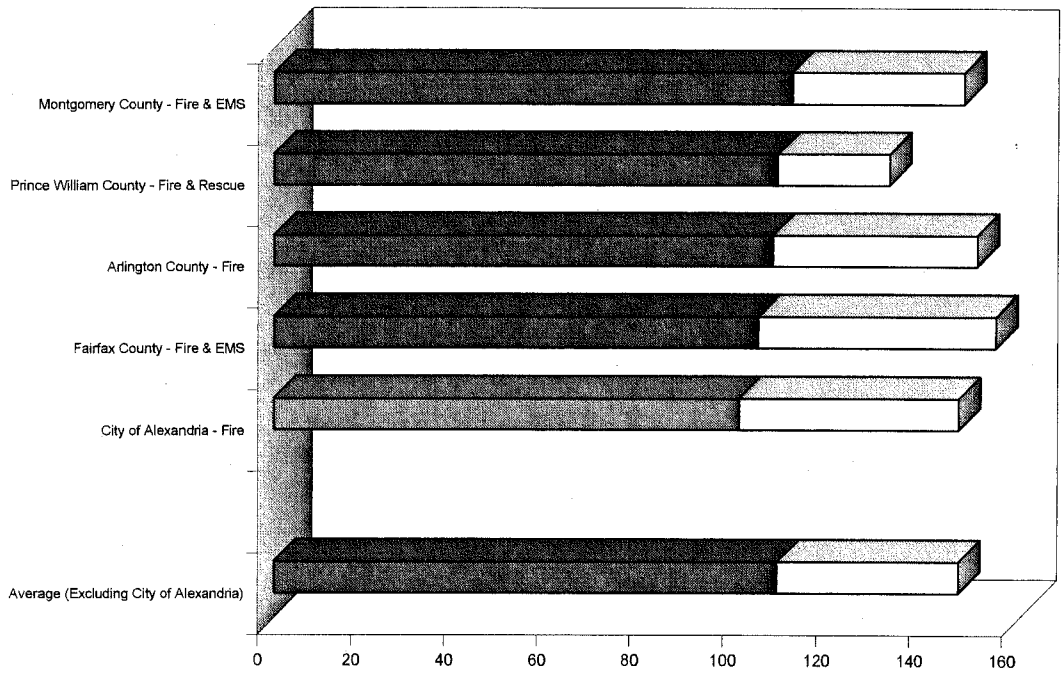
Service		
Service Range	Count	%
Under 1	1	1%
1 – 4	37	26%
5 – 9	21	15%
10 – 14	13	9%
15 – 19	19	13%
20 – 24	35	24%
25 – 29	13	9%
30 – 34	4	3%
35 or More	1	1%
Total	144	100%
Average	14.7	

Base Pay		
Pay Range	Count	%
Below $20,000	0	0%
20,000 – 29,999	0	0%
30,000 – 39,999	0	0%
40,000 – 49,999	3	2%
50,000 – 59,999	47	33%
60,000 – 69,999	15	10%
70,000 – 79,999	37	26%
80,000 – 89,999	5	3%
90,000 or More	37	26%
Total	144	100%
Average	$74,149	

Sex		
Sex	Count	%
Male	132	92%
Female	12	8%
Total	144	100%

City of Alexandria - Fire Employees
2008 COMPARISON Study
Total Benefits

	Values		
	Employer	Employee	Total
Montgomery County - Fire & EMS	111	37	148
Prince William County - Fire & Rescue	108	24	132
Arlington County - Fire	107	44	151
Fairfax County - Fire & EMS	104	51	155
City of Alexandria - Fire	**100**	**47**	**147**
Average (Excluding City of Alexandria)	108	39	147



City of Alexandria - Fire Employees

2008 COMPARISON Study

Retirement Plans

Summary of Results

The retirement plans group consists of the defined benefit plan, defined contribution plan, retiree medical plan and retiree life insurance plan for each employer. City of Alexandria ranks as follows:

Benefit	City of Alexandria's Value	Comparison Group Average Benefit Value	City of Alexandria's Ranking in Comparison Group	Benefit Value as a Percentage of City of Alexandria's Total Program
Retirement	100	121	5th	34
Defined Benefit	100	112	4th	32
Defined Contribution	0	100	Tied for 3rd	0
Retiree Medical	100	291	3rd	1
Retiree Life	100	36	1st	1

Defined Benefit Plan Values

The defined benefit values are calculated using the projected unit credit normal cost method for each plan. Under this method the present value of benefits accrued this year, taking into account expected future pay increases, produces the annual plan cost.

In general, the same assumptions are used in valuing all defined benefit plans, providing a consistent basis of comparison. The value of a cash balance pension plan depends on the interest rate credits applied to participant balances. For plans that use a fixed rate, that rate is applied. For plans that use a rate based on the 30-year Treasury Bond, we assume a 5.5 percent annual interest rate credit. For plans that use a rate based on 5 or 10-year Treasury Bonds, we assume a rate of 5.0 percent. For plans that use a rate based on a Treasury issue with a maturity less than 5 years, we assume a rate of 4.0 percent.

Other assumptions used include the following:

Valuation interest rate	7.50%
Annual salary increase	3.50
Social Security wage base increase	3.50
CPI increase	3.00

Retirement ages and decrement rates if eligible for unreduced retirement:

Age 40	24%
Age 45	43
Age 50	59
Age 55	71
Age 60	100

Retirement ages and decrement rates if not eligible for unreduced retirement:

Age 40	0%
Age 45	0
Age 50	27
Age 55	40
Age 60	100

Representative turnover decrement rates

At age 20	22.5%
At age 35	7.5
At age 50	1.5

Mortality is assumed to occur at the blended nonannuitant/annuitant rates in the RP 2000 table projected with Scale AA. The table includes separate rates for males and females. The value of termination benefits at all ages after vesting and prior to early retirement age is added to the value of retirement benefits to produce the total defined benefit values for all plans.

All employers who sponsor a qualified defined benefit plan are assumed to provide a nonqualified plan that restores any benefits lost due to qualified plan salary and benefit limits.

Defined Contribution Plan Values

Defined contribution plan values are calculated by using assumptions about City of Alexandria's employee deferrals. The average contribution rates for various pay levels are shown below.

Annual Salary	Participating Employee Contributions as a Percent of Pay	Percent of Employees Participating
Under $30,000	2.00%	5%
$30,000 - $59,999	4.60%	35%
$60,000 - $79,999	6.70%	61%
$80,000 - $99,999	8.00%	64%
$100,000 and Over	9.00%	65%

The annual employer matching contribution is calculated for each eligible employee. Contributions not based on matching employee contributions are calculated and included in the value. Finally, a discount factor is applied reflecting the probability that the employee will leave the employer before vesting in the employer contributions. This discount factor uses the same withdrawal assumptions as the defined benefit plan.

All employers who sponsor a qualified defined contribution plan are assumed to provide a nonqualified plan that restores any employer-provided benefits lost due to qualified plan salary and benefit limits.

Retiree Medical Plan Values

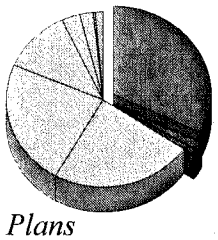
The rates for retiree medical plans are calculated using a simulation model for estimating medical benefit charges and payments. The model simulates the payment of claims by applying the detailed provisions of each employer's early and Medicare-eligible retiree medical plans, less Medicare payments, to a sample retiree population. These rates are then projected to calculate the payments over the life span of each current employee's projected retirement years (including coverage of surviving dependents, if permitted by the plan). Relative values are calculated by discounting the value of projected benefits to the date of the valuation and dividing them by each employee's projected service at retirement to determine the employee's annual accrual. This amount is then allocated to employer and employee-provided value using the projected retiree contributions. The retiree medical calculations use the same turnover, retirement decrements, and interest rate assumptions as the defined benefit plan calculations. Additionally, 75 percent of

retirees are assumed to have a spouse in determining retiree medical values. The medical inflation factor for the current year was assumed to be 9.00 percent, declining to an ultimate rate of 5.00 percent over a 10-year period.

Retiree Life Insurance Plan Values

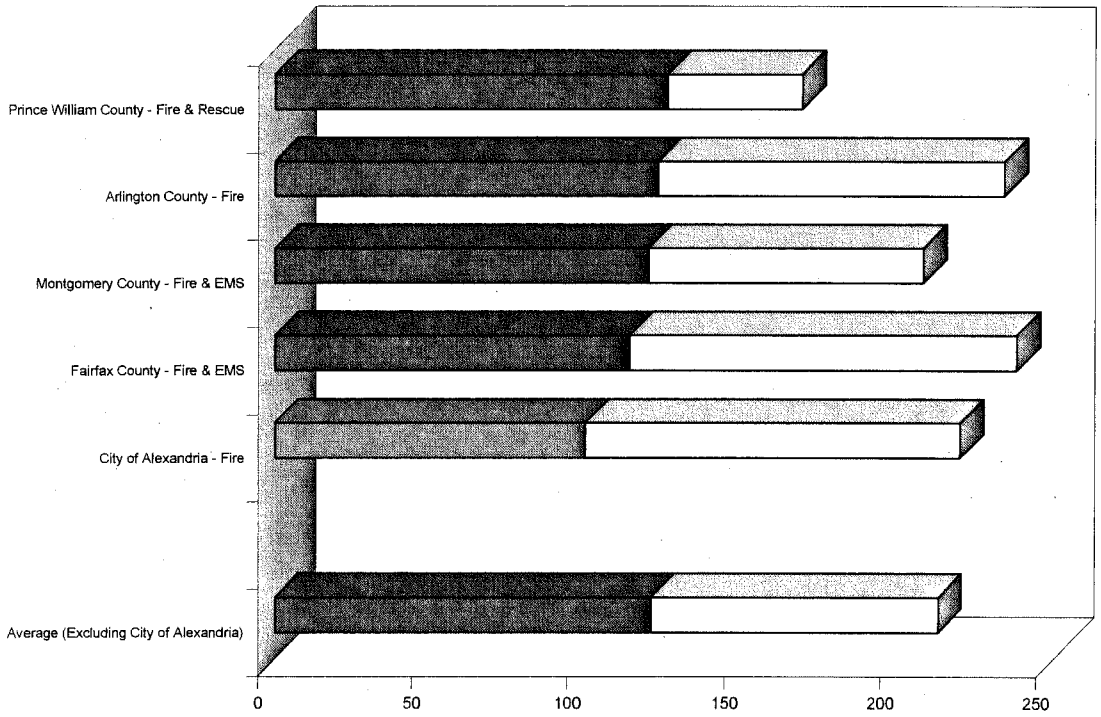
The rates for retiree life insurance plans are developed using workforce data, the plan provisions and the same postretirement mortality basis as used for the defined benefit plan. Relative values are calculated by discounting the values of the expected benefits to the date of the valuation and dividing them by each employee's projected service at retirement to determine the employee's annual accrual. This amount is then allocated to employer and employee-provided value using the projected retiree contributions. The retiree life calculations use the same turnover, retirement decrements, interest rate and salary increase assumptions as the defined benefit plan calculations.

City of Alexandria - Fire Employees
2008 COMPARISON Study
Retirement Plan Results

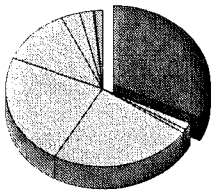


Includes Defined Benefit, Defined Contribution, Retiree Medical and Retiree Life Plans

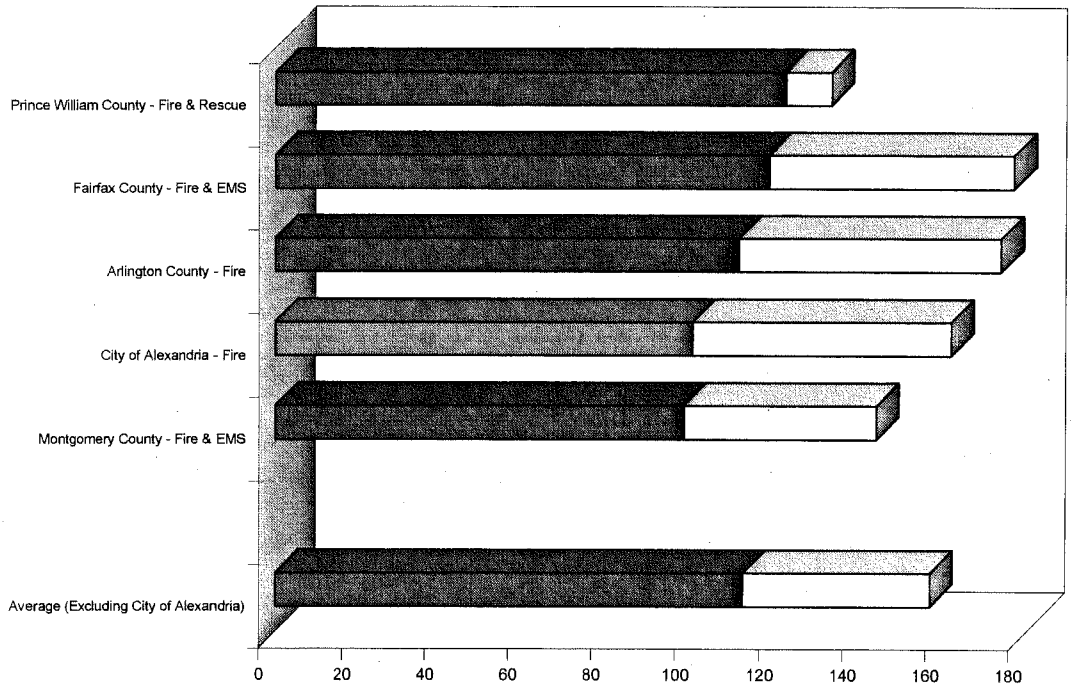
	Values		
	Employer	Employee	Total
Prince William County - Fire & Rescue	126	43	169
Arlington County - Fire	123	111	234
Montgomery County - Fire & EMS	120	88	208
Fairfax County - Fire & EMS	114	124	238
City of Alexandria - Fire	**100**	**120**	**220**
Average (Excluding City of Alexandria)	121	92	213



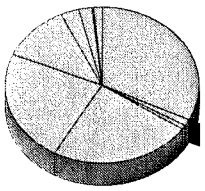
City of Alexandria - Fire Employees
2008 COMPARISON Study
Defined Benefit Plan Results



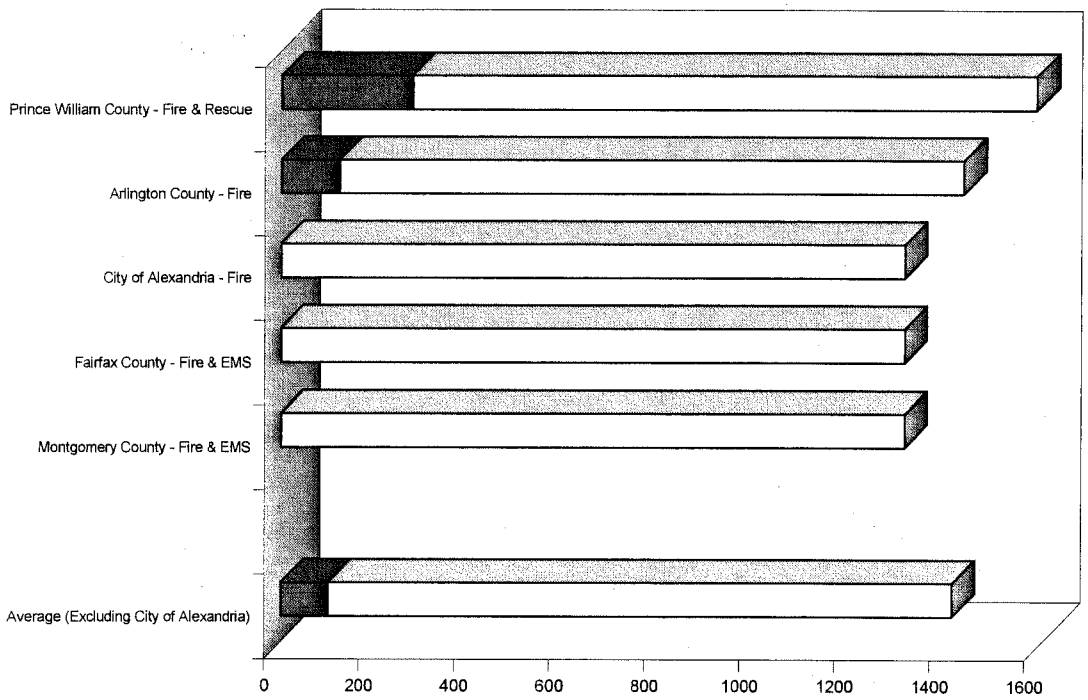
	Values		
	Employer	Employee	Total
Prince William County - Fire & Rescue	122	11	133
Fairfax County - Fire & EMS	118	59	177
Arlington County - Fire	111	63	174
City of Alexandria - Fire	**100**	**62**	**162**
Montgomery County - Fire & EMS	98	46	144
Average (Excluding City of Alexandria)	112	45	157



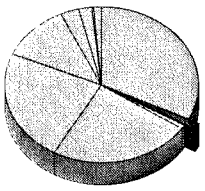
City of Alexandria - Fire Employees
2008 COMPARISON Study
Defined Contribution Plan Results



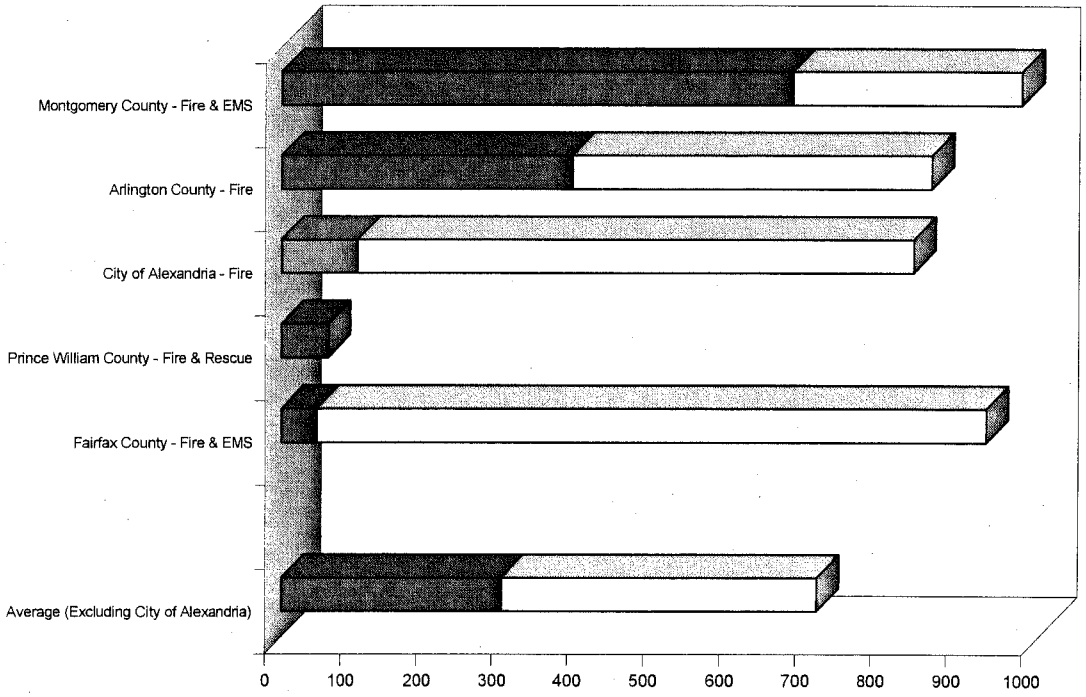
	Values		
	Employer	Employee	Total
Prince William County - Fire & Rescue	277	1,311	1,588
Arlington County - Fire	123	1,311	1,434
City of Alexandria - Fire	**0**	**1,311**	**1,311**
Fairfax County - Fire & EMS	0	1,311	1,311
Montgomery County - Fire & EMS	0	1,311	1,311
Average (Excluding City of Alexandria)	100	1,311	1,411



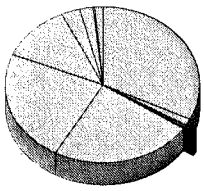
City of Alexandria - Fire Employees
2008 COMPARISON Study
Retiree Medical Plan Results



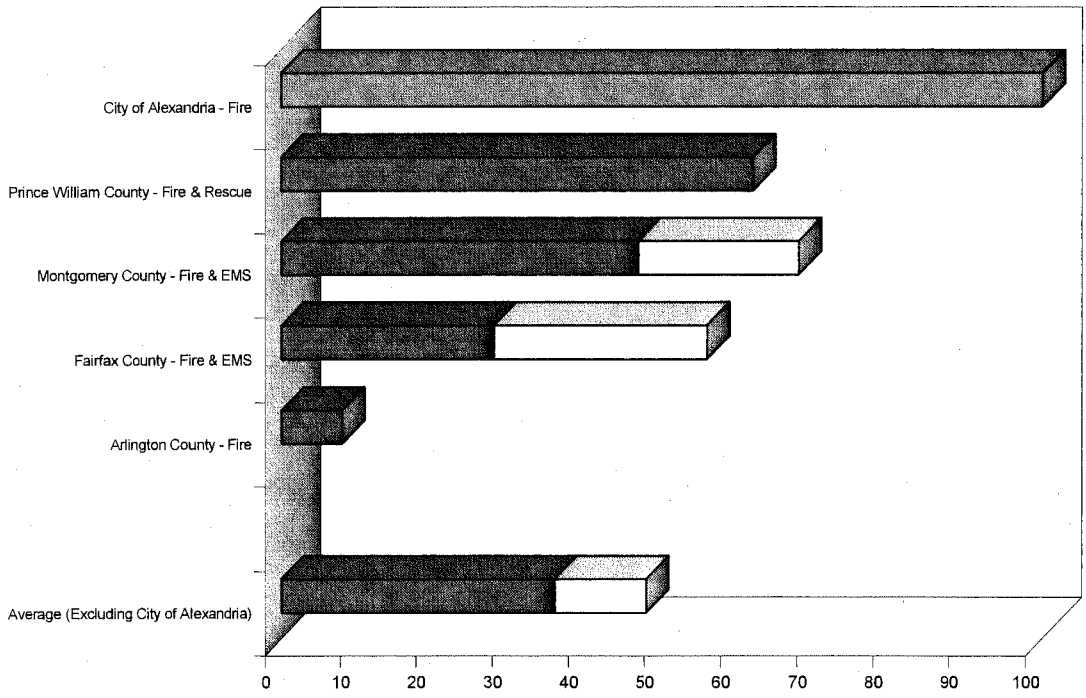
	Values		
	Employer	Employee	Total
Montgomery County - Fire & EMS	673	303	976
Arlington County - Fire	384	473	857
City of Alexandria - Fire	**100**	**733**	**833**
Prince William County - Fire & Rescue	61	0	61
Fairfax County - Fire & EMS	46	884	930
Average (Excluding City of Alexandria)	291	415	706



City of Alexandria - Fire Employees
2008 COMPARISON Study
Retiree Life Insurance Plan Results



	Values		
	Employer	Employee	Total
City of Alexandria - Fire	**100**	**0**	**100**
Prince William County - Fire & Rescue	62	0	62
Montgomery County - Fire & EMS	47	21	68
Fairfax County - Fire & EMS	28	28	56
Arlington County - Fire	8	0	8
Average (Excluding City of Alexandria)	36	12	48



Retirement Plans – Plan Provisions Summary

Defined Benefit Plans - Table 1

Employer	Type of Plan	Eligibility	Vesting Schedule	Normal Form of Benefit	Definition of Pay	Employee Contributions
City of Alexandria - Fire	Traditional defined benefit plan	Any age and any service Benefit service commences at date of participation.	5 years of service: 100%	Single: Life only Married: Life only	Bonus not included in definition of pay Final average pay: 4 years	7.4% of pay for retirement benefit and 0.6% of pay for disability benefit (not valued)
Arlington County Government - Fire	Traditional defined benefit plan	Any age and any service Benefit service commences at date of participation.	5 years of service: 100%	Single: No default Married: No default	Bonus not included in definition of pay Final average pay: 3 years	7.5% of pay
Fairfax County Government - Fire & EMS	Traditional defined benefit plan	Any age and any service Benefit service commences at date of hire.	5 years of service: 100%	Single: Life only Married: No default	Bonus not included in definition of pay Final average pay: 3 years	7.08% of pay
Montgomery County Government - Fire & EMS	Traditional defined benefit plan	Any age and any service Benefit service commences at date of participation.	5 years of service: 100%	Single: Life only Married: Life only	Bonus not included in definition of pay Final average pay: 3 years	5.50% of pay up to the Social Security wage base plus 9.25% of pay over the Social Security wage base; upon the 25th year from your leave accrual date, 4.75% of pay up to the Social Security wage base plus 8.5% of pay over the Social Security wage base. Note: Employee contributions earn 4% interest
Prince William County Government - Fire and Rescue	Traditional defined benefit plan	Any age and any service Benefit service commences at date of hire.	5 years of service: 100%	Single: Life only Married: Joint and 100% survivor	Bonus not included in definition of pay Final average pay: 3 years	1.37% of pay

Defined Benefit Plans - Table 2

Employer	Retirement Rules	Normal Retirement Benefit	Early Retirement Benefit	Supplemental Benefit
City of Alexandria - Fire	Unreduced benefit: Age 55 with 5 years of service; any age with 25 years of service Reduced benefit: Age 50 with 20 years of service	2.5% of final average pay times service up to 20 years plus 3.2% of final average pay times service from 20 years to 30 years. COLA: Lesser of CPI and 3%.	Benefit is actuarially reduced using a 7 1/2% interest rate.	None
Arlington County Government - Fire	Unreduced benefit: Age 52 with 5 years of service; any age with 25 years of service Reduced benefit: Age 42 with 5 years of service	As of 01/04/2009 (new hires): 2.7% of final average pay times service up to 30 years. COLA: After retirement, benefits are increased annually by CPI up to 3% plus 50% of CPI increase in excess of 3% up to a maximum benefit increase of 7.5%.	Accrued benefit reduced 6% per year prior to unreduced eligibility.	None
Fairfax County Government - Fire & EMS	Unreduced benefit: Any age with 25 years of service; age 55 with 6 years of service Reduced benefit: Any age with 20 years of service	2.5% of final average pay times service. Benefit is then increased by 3%. COLA: Effective July 1 and based on the change in the CPI for the Washington Metropolitan Area for the year ending in March, up to a maximum of 4%. If there is an actuarial surplus an additional 1% may be added.	Representative rates: Years of Service Age 20 21 22 23 24 50 69.42% 74.92% 80.72% 86.83% 93.25% 45 71.89% 76.98% 82.34% 87.95% 93.83% 40 73.84% 78.61% 83.60% 88.84% 94.30%	Age/service requirements: Age 55 with 6 years of service or any age with 20 years of service Age when supplement terminates: SSNRA Benefit formula: 0.3% of final average pay times service. Benefit is then increased by 3.0%; reduced by plan early retirement factors.

Employer	Retirement Rules	Normal Retirement Benefit	Early Retirement Benefit	Supplemental Benefit
City of Alexandria - Fire	Unreduced benefit: Age 55 with 5 years of service; any age with 25 years of service Reduced benefit: Age 50 with 20 years of service	2.5% of final average pay times service up to 20 years plus 3.2% of final average pay times service from 20 years to 30 years. COLA: Lesser of CPI and 3%.	Benefit is actuarially reduced using a 7 1/2% interest rate.	None
Montgomery County Government - Fire & EMS	Unreduced benefit: Age 55 with 15 years of service; any age with 20 years of service Reduced benefit: N/A	Benefit payable to SSNRA: 2.5% of final 3-year average pay times service up to 20 years plus 2.0% of final 3-year average pay times service for 21 to 31 years plus 2.0% of final 3-year average pay times sick leave credits used for credited service in excess of 20 years up to 2 years (sick leave credits not valued for COMPARISON purposes). Benefit payable after SSNRA: 1.71875% of final 3-year average pay up to Social Security Covered Compensation (SSCC) times service up to 20 years plus 1.3750% of final 3-year average pay up to SSCC times service for 21 to 31 years plus 1.3750% of final 3-year average pay times sick leave credits used for credited service in excess of 20 years up to 2 years (sick leave credits not valued for COMPARISON purposes); plus 2.5% of final 3-year average pay over SSCC times service up to 20 years plus 2.0% of final 3-year average pay over SSCC times service for 21 to 31 years. COLA: After retirement the benefit will be increased by CPI up to 3% and 60% of CPI over 3%. (For retirees under age 65, maximum increase is 7.5% per year).	No reduced benefits payable.	Age/service requirements: Eligible for retirement Age when supplement terminates: SSNRA Benefit formula: Social Security bridge benefit is the difference between benefit payable to SSNRA and the benefit payable after SSNRA described under normal retirement benefit.
Prince William County Government - Fire and Rescue	Unreduced benefit: Age 60 with 5 years of service; age 50 with 25 years of service Reduced benefit: Age 50 with 5 years of service	1.85% of final average pay times service. COLA: On July 1 of second calendar year of retirement increased by CPI up to 3% plus half of each percentage increase from 3% to 7% (not to exceed 5% annually). Increases may be made yearly after that (increases are assumed to occur each year for COMPARISON purposes).	Accrued benefit reduced 6% per year for the first 5 years and 4.8% for each additional year prior to meeting unreduced age or service eligibility requirements (whichever is less).	Age/service requirements: 20 years of hazardous duty service Age when supplement terminates: SSNRA Benefit formula: Determined by the Virginia General Assembly every other year, currently $11,508 per year

Defined Contribution Plans

Employer	Type of Plan	Eligibility	Definition of Pay	Employer Contributions	Employee Contributions	Vesting
City of Alexandria - Fire	457 plan	Plan participation: Any age and any service For employer contributions: N/A	Bonus not included in definition of pay	None	Pretax: IRS limit After-tax: 0% Total: IRS limit	N/A
Arlington County Government - Fire	401(a) plan	Plan participation: Any age and any service For employer contributions: N/A	Bonus not included in definition of pay	None	Pretax: 0% After-tax: 100% Total: 100%	N/A
	457 plan	Plan participation: Any age and any service For employer contributions: Any age and any service	Bonus not included in definition of pay	Matching contribution: 100% match on contributions of up to $20 per pay period (26 pay periods) up to a calendar year maximum of $520. Match is deposited into the 401(a) plan.	Pretax: 100% After-tax: 0% Total: 100%	Immediate: 100%
Fairfax County Government - Fire & EMS	457 plan	Plan participation: Any age and any service For employer contributions: N/A	Bonus included in definition of pay	None	Pretax: 100% After-tax: 0% Total: 100%	N/A
Montgomery County Government - Fire & EMS	457 plan	Plan participation: Any age and any service For employer contributions: N/A	Bonus not included in definition of pay	None	Pretax: IRS limit After-tax: 0% Total: IRS limit	N/A

Employer	Type of Plan	Eligibility	Definition of Pay	Employer Contributions	Employee Contributions	Vesting
City of Alexandria - Fire	457 plan	Plan participation: Any age and any service For employer contributions: N/A	Bonus not included in definition of pay	None	Pretax: IRS limit After-tax: 0% Total: IRS limit	N/A
Prince William County Government - Fire and Rescue	457 plan	Plan participation: Any age and any service For employer contributions: N/A	Bonus not included in definition of pay	None	Pretax: IRS limit After-tax: 0% Total: IRS limit	N/A
	Money purchase plan	Plan participation: Any age and any service For employer contributions: Any age and any service	Bonus not included in definition of pay	Matching contribution: 100% match on contributions of 1.5%	Pretax: 1.5% After-tax: 0% Total: 1.5%	Immediate: 100%

Medical Benefits for Retirees

Employer	Groups Provided Benefits	Age or Service Requirements	Under Age 65 Coverage Provisions	Age 65 and Over Coverage Provisions	Monthly Retiree Contributions
City of Alexandria - Fire	All retirees	Eligibility for plan access: Age 50 with 20 years of service; any age with 25 years of service Eligibility for any employer subsidy: Age 50 with 20 years of service; any age with 25 years of service	Same as active plan	HMO plan Deductible: None OOP limit: $3,500/$9,400 Inpatient: 100% Office visit: 100%/$15 Drug coverage: Same as active plan Medicare coordination: Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined)	City contributes $260 per month toward the cost of the plan. This is a fixed amount subject to review each year. For COMPARISON purposes this amount is assumed not to increase with inflation. Limit on employer contribution: Retiree: $260 per month Spouse: $260 per month
Arlington County Government - Fire	All retirees	Eligibility for plan access: Age 42 with 5 years of service; any age with 25 years of service Eligibility for any employer subsidy: Age 42 with 5 years of service; any age with 25 years of service	Same as active plan	Medicare Access Plus Rx Deductible: None OOP limit: $1,500 per person Inpatient: 100%/$100 copay per admission Office visit: 100%/$10 Drug coverage: Generic: $10 Brand on formulary: $20 Brand not on formulary: $40 Tier 4 (brand and generic high cost drugs over $600, not valued): $40 Catastrophic coverage (after $4,350 in true out-of-pocket costs): 95% Medicare coordination: Medicare Advantage	Percent of pay varies based on service: < 65 / 65 + Service — Ret / Ret + Sp / Ret / Ret + Sp < 10 years — 84% / 84% / 82% / 82% 10 to 14 — 68% / 69% / 64% / 64% 15 to 19 — 52% / 53% / 46% / 46% 20 to 22 — 36% / 38% / 28% / 28% 23 to 24 — 26% / 28% / 17% / 17% 25 + — 20% / 22% / 10% / 10% Limit on employer contribution: Retiree: $960 per month Spouse: $960 per month

Employer	Groups Provided Benefits	Age or Service Requirements	Under Age 65 Coverage Provisions	Age 65 and Over Coverage Provisions	Monthly Retiree Contributions
City of Alexandria - Fire	All retirees	Eligibility for plan access: Age 50 with 20 years of service; any age with 25 years of service Eligibility for any employer subsidy: Age 50 with 20 years of service; any age with 25 years of service	Same as active plan	HMO plan Deductible: None OOP limit: $3,500/$9,400 Inpatient: 100% Office visit: 100%/$15 Drug coverage: Same as active plan Medicare coordination: Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined)	City contributes $260 per month toward the cost of the plan. This is a fixed amount subject to review each year. For COMPARISON purposes this amount is assumed not to increase with inflation. Limit on employer contribution: Retiree: $260 per month Spouse: $260 per month
Fairfax County Government - Fire & EMS	All retirees	Eligibility for plan access: Any age and any service Eligibility for any employer subsidy: Age 55 with 5 years of service	Same as active plan	Same as active plan Medicare coordination: Maintenance of benefits (subtracts Medicare payments from covered charges before calculating benefits)	Varies based on age and service: Retirees under age 55: Retiree-pay-all Retirees age 55 + receive a monthly subsidy from employer: Service — Subsidy 5 to 9 years — $30 10 to 14 — $65 15 to 19 — $155 20 to 24 — $190 25 + — $220
Montgomery County Government - Fire & EMS	All retirees	Eligibility for plan access: Age 45 with 15 years of service; age 41 with 20 years of service Eligibility for any employer subsidy: Age 45 with 15 years of service; age 41 with 20 years of service	Same as active plan	Same as active plan Medicare coordination: Traditional coordination of benefits (pays up to 100% reimbursement from plan and Medicare combined)	Average retiree contribution is 31% of premium
Prince William County Government - Fire and Rescue	All retirees	Eligibility for plan access: Any age with 15 years of service Eligibility for any employer subsidy: N/A	Stipend only	Stipend only	All retirees: $5.50 times years of service up to 30 Limit on employer contribution: Employer stipend amount is assumed not to increase with inflation

Life Insurance for Retirees

Employer	Groups Provided Benefits	Age or Service Requirements	Life Insurance Amount	Retiree Contributions
City of Alexandria - Fire	All retirees	Any age with 5 years of service	Retirees under age 65: 100% of preretirement amount Retirees age 65 and over: Preretirement amount is reduced by 25% per year beginning January 1 following 65th birthday until it reaches 25% of the original value	None
Arlington County Government - Fire	All retirees	Age 52 with 5 years of service; any age with 25 years of service	Retirees under age 65: $10,000 Retirees age 65 and over: $8,000	None
Fairfax County Government - Fire & EMS	All retirees	Any age and any service	Retirees under age 65: 100% of preretirement amount Retirees age 65 and over: Reduces to 65% of preretirement amount at age 65 or retirement, whichever occurs first. Reduces to 30% at age 70	50% of premium
Montgomery County Government - Fire & EMS	All retirees	Age 45 with 15 years of service; age 41 with 20 years of service	Retirees under age 65: Receive 5% of preretirement amount for each year of service up to 100% of preretirement amount. On the 5th anniversary of retirement, and on each following anniversary, the amount reduces by 10% of initial retirement amount down to a minimum of 25% of initial retirement amount Retirees age 65 and over: Under age 65 formula applies for determining the initial postretirement amount, but the amount is then immediately reduced to 25%	Retirees under age 65: Average retiree contribution is 31% of premium Retirees age 65 and over: None
Prince William County Government - Fire and Rescue	All retirees	Age 50 with 10 years of service; age 55 with 5 years of service	Preretirement amount reduces by 25% on January 1 following 1 year of retirement and 25% each January 1 thereafter until it reaches 25% of its original value	None

City of Alexandria - Fire Employees

2008 COMPARISON Study

Health Plans

Summary of Results

The health plans group consists of the medical plan and dental plan for each employer. City of Alexandria ranks as follows:

Benefit	City of Alexandria's Value	Comparison Group Average Benefit Value	City of Alexandria's Ranking in Comparison Group	Benefit Value as a Percentage of City of Alexandria's Total Program
Health	100	99	Tied for 2nd	24
Medical	100	90	1st	24
Dental	0	100	5th	0

With managed care plans, interpreting the value of medical plans to employees is complex. In addition to the standard relative cost values, this study includes a report on the percent of covered expenses that are paid by the plan as an additional measure of the value of the medical plan. These values are included with the medical plan rankings on page 32. For an explanation on how these values are calculated, refer to page 29.

Medical Plan Values

Medical plan assumptions are determined by using the actual employee medical elections summarized in the following table.

Medical Coverage	Count	Percent of Employees
Employee Only	32	22%
Employee + Family	100	69%
No Coverage	12	8%
TOTAL	144	100%

Medical plan values are calculated by using a simulation model that estimates medical costs by paying claims using the benefit provisions of each employer. The model is based on recent

claims data that reflect current charge and utilization patterns in employer based plans. The claims database is derived from commercial data representing approximately four million covered lives and tracks medical service utilization in over 60 service categories.

The model uses the detailed provisions of each employer's medical plan and the demographic characteristics used for the client (age, gender and medical election) to develop the estimated claims and payments for each of the medical plans valued.

These costs vary with plan provisions such as individual and family deductibles, plan payment percentages, employee copays, individual and family out-of-pocket limits, plan maximums and prescription drug coverage provisions.

Generally, the same claims and assumptions are used for all medical plans except the level of medical management is assumed to be lower in fee for service plans than in the other plan types. The in-network utilization assumption is 90% for Preferred Provider Plans and 95% for Point of Service plans. Out-of-area benefits are not valued.

The employer value is equal to the total value of the plan minus the employee value. The employee value is the contribution required for plan participation. The employee value does not include payments by the employee for deductibles or required copayments. If the employer has reported their employee contribution as a percentage of plan costs, then that percentage is used to compute the employee contribution. If the percent of the cost paid by the employee is not known, then the dollar value of the required employee contribution is used.

As with the other benefits valued by COMPARISON, the medical plan values represent COMPARISON calculations of idealized employer cost, not the value perceived by the employee.

For employers that pay employees who decline medical coverage, the employer value of the medical plan for these employees is equal to the amount of the opt out credit.

Percent of Covered Medical Expenses Paid by the Plan

To assist in evaluating medical plans, an additional column of information is included on the medical table on page 32. This is the percent of covered expenses that are paid by the plan, or the benefit ratio. For example, a benefit ratio of 84 percent would indicate that of the total medical claims, 84 percent of the cost is paid by the medical plan. The remaining 16 percent

represents amounts paid by the employee for deductibles, coinsurance, copayments and charges not covered by the plan.

These values are intended to accurately reflect the differences in the plan designs and have not been calibrated to reflect City of Alexandria's experience.

Dental Plan Values

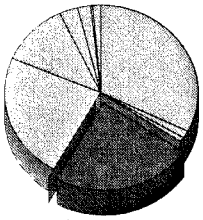
Dental plan values are calculated using a proprietary model developed by Watson Wyatt Worldwide. The model estimates the expected charges in a number of significant categories and applies each plan's provisions to determine the plans' expected benefit payments. The model is calibrated to utilization norms by service category from large national dental carriers, as well as Watson Wyatt Worldwide survey data on premiums for employer-sponsored plans.

The total value of each dental plan equals the sum of the rates calculated for each eligible employee. The employer value is equal to this total value minus the employee contributions required for participation. The employee value is the contribution required for plan participation. The employee value does not include payments by the employee for deductibles or required copayments. If the employer has reported their employee contribution as a percentage of plan costs, then that percentage is used to compute the employee contribution. If the percent of the cost paid by the employee is not known, then the dollar value of the required employee contribution is used.

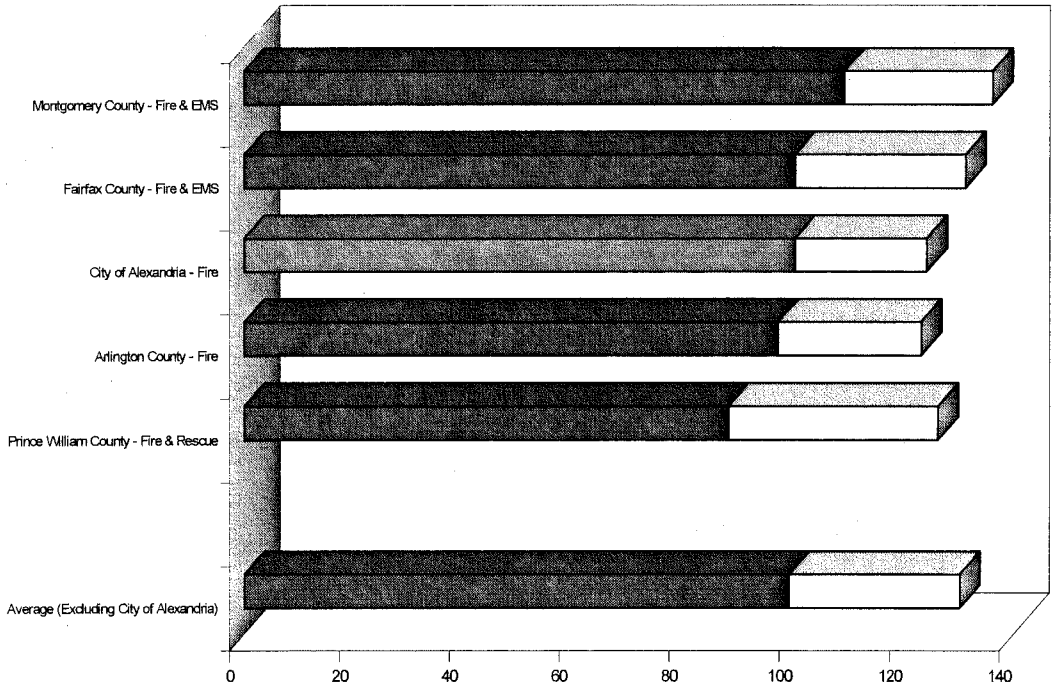
The medical plan coverage status (i.e., employee only, employee plus spouse, employee plus child, and employee plus family) is also used to determine coverage status under the dental plan. For employers that pay employees who decline dental coverage, the employer value of the dental plan for these employees is equal to the amount of the opt out credit. Employees who declined medical coverage are assumed to also decline dental coverage.

City of Alexandria - Fire Employees
2008 COMPARISON Study
Health Benefit Results

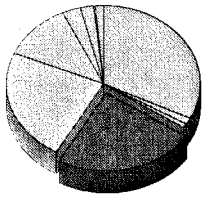
Includes Medical and Dental Plans



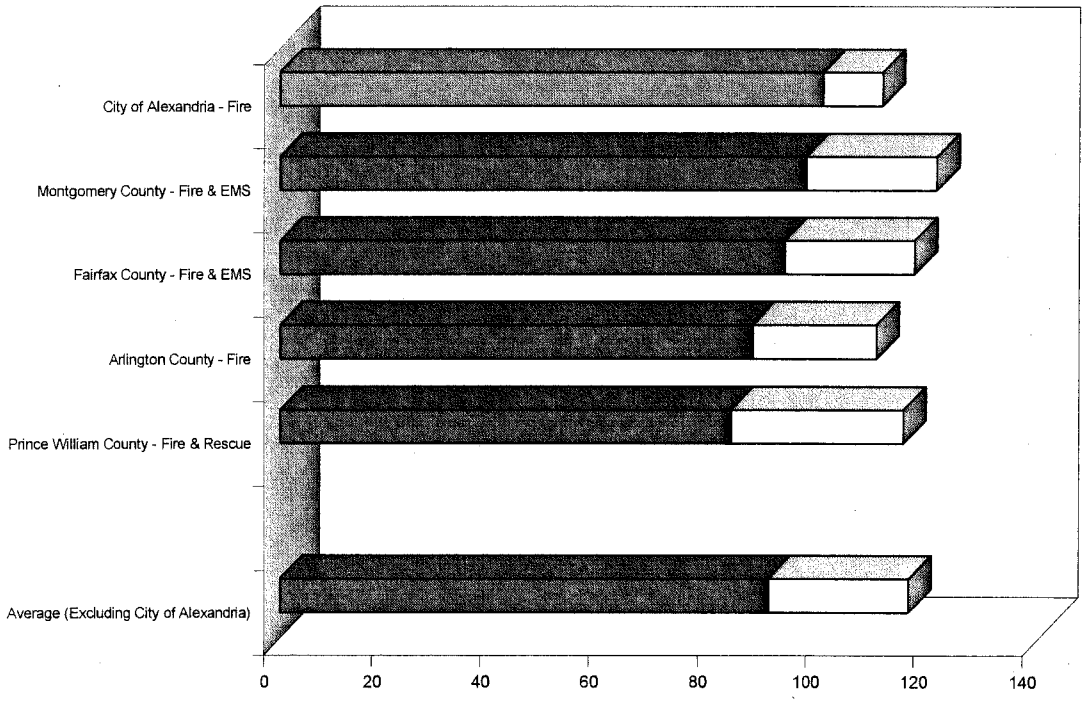
	Values		
	Employer	Employee	Total
Montgomery County - Fire & EMS	109	27	136
Fairfax County - Fire & EMS	100	31	131
City of Alexandria - Fire	**100**	**24**	**124**
Arlington County - Fire	97	26	123
Prince William County - Fire & Rescue	88	38	126
Average (Excluding City of Alexandria)	99	31	130



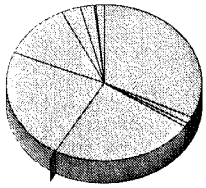
City of Alexandria - Fire Employees
2008 COMPARISON Study
Medical Plan Results



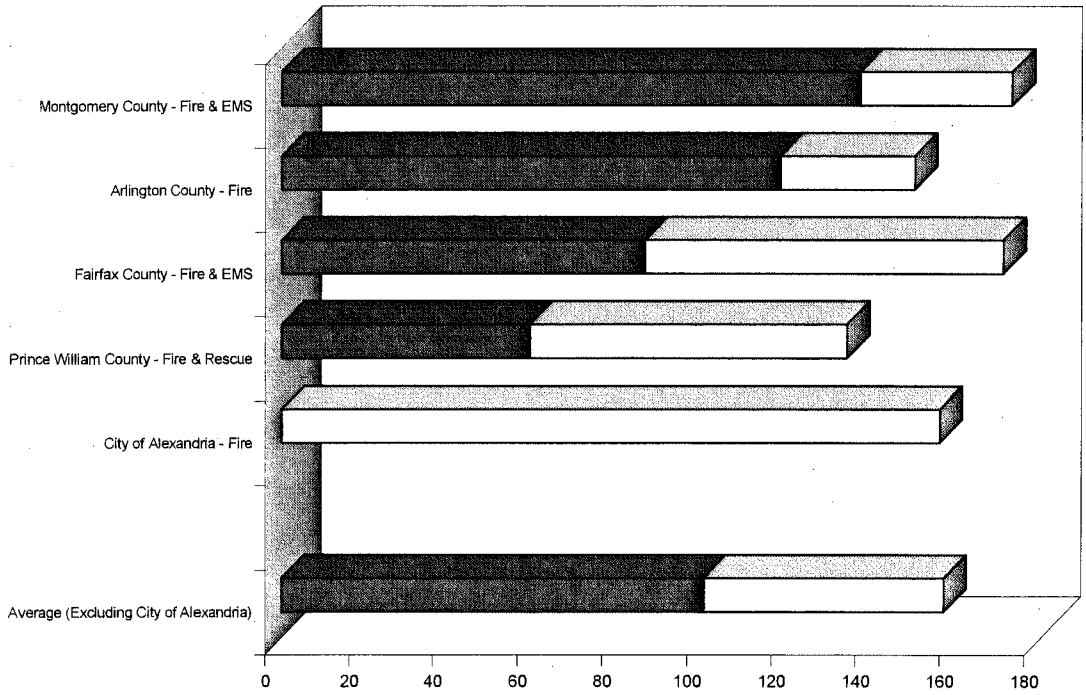
	Values			Percent of
	Employer	Employee	Total	Claims Paid
City of Alexandria - Fire	**100**	**11**	**111**	**90.6%**
Montgomery County - Fire & EMS	97	24	121	94.2%
Fairfax County - Fire & EMS	93	24	117	90.4%
Arlington County - Fire	87	23	110	90.2%
Prince William County - Fire & Rescue	83	32	115	85.3%
Average (Excluding City of Alexandria)	90	26	116	90.0%



City of Alexandria - Fire Employees
2008 COMPARISON Study
Dental Plan Results



	Values		
	Employer	Employee	Total
Montgomery County - Fire & EMS	137	36	173
Arlington County - Fire	118	32	150
Fairfax County - Fire & EMS	86	85	171
Prince William County - Fire & Rescue	59	75	134
City of Alexandria - Fire	**0**	**156**	**156**
Average (Excluding City of Alexandria)	100	57	157



Health Plans – Plan Provisions Summary

Medical - Table 1

Employer	Most Representative Plan	Eligibility	Monthly Opt Out Credit	Employee Monthly Contributions
City of Alexandria - Fire	Health Maintenance Organization (HMO)	First of month following 30 days of service	No credit	EE: 10% EE + family: 10%
Arlington County Government - Fire	Health Maintenance Organization (HMO)	First of month following date of hire	No credit	EE: 19% EE + spouse: 23% EE + child(ren): 22% EE + family: 23%
Fairfax County Government - Fire & EMS	Point of Service (POS)	Immediate	No credit	EE: 15% EE + 1: 25% EE + 2: 25%
Montgomery County Government - Fire & EMS	Point of Service (POS)	Immediate	No credit	EE: 20% EE + 1: 20% EE + 2: 20%
Prince William County Government - Fire and Rescue	Preferred Provider Organization (PPO)	First of month following date of hire	No credit	EE: 18% EE + spouse: 36% EE + child(ren): 36% EE + family: 36%

Medical - Table 2

Employer	Most Representative Plan	Annual Deductibles	Coinsurance	Employee Copay Amounts	Out-of-Pocket Limits	Prescription Drug Coverage
City of Alexandria - Fire	HMO plan	Individual: None Family: None	Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100%	Outpatient surgery: $50 Physician office visits: $15 Specialist office visits: $25 Emergency care: $75 (waived if admitted)	Individual: $3,500 Family: $9,400	Retail: Generic: $10 Brand on formulary: $20 Brand not on formulary: $35 Retail pharmacy (not valued): Generic: $20 Formulary brand: $40 Non-formulary brand: $55 Mail order: Generic: $12 Brand on formulary: $27 Brand not on formulary: $50
Arlington County Government - Fire	HMO plan	Individual: None Family: None	Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100%	Hospitalization: $100 copay per admission Outpatient surgery: $50 Physician office visits: $10 Specialist office visits: $20 Emergency care: $100	Individual: None Family: None	Retail: Generic: $10 Brand on formulary: $20 Brand not on formulary: $40 Mail order: Generic: $20 Brand on formulary: $40 Brand not on formulary: $80
Fairfax County Government - Fire & EMS	POS plan	In-network: Individual: None Family: None Out-of-network: Individual: $250 Family: $500	In-network: Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100% Out-of-network: Hospitalization: 70% Outpatient surgery: 70% Physician office visits: 70% Specialist office visits: 70% Emergency care: 100% with a $50 copay if true emergency (valued); otherwise 70%	In-network: Outpatient surgery: $25 Physician office visits: $10 Specialist office visits: $10 Emergency care: $50 Out-of-network: Emergency care: $50	In-network: Individual: None Family: None Out-of-network: Individual: $2,500 Family: $5,000	Retail: Generic: $10 Brand on formulary: $20 Brand not on formulary: $35 Mail order: Generic: $20 Brand on formulary: $40 Brand not on formulary: $70

Employer	Most Representative Plan	Annual Deductibles	Coinsurance	Employee Copay Amounts	Out-of-Pocket Limits	Prescription Drug Coverage
City of Alexandria - Fire	HMO plan	Individual: None Family: None	Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100%	Outpatient surgery: $50 Physician office visits: $15 Specialist office visits: $25 Emergency care: $75 (waived if admitted)	Individual: $3,500 Family: $9,400	Retail: Generic: $10 Brand on formulary: $20 Brand not on formulary: $35 Retail pharmacy (not valued): Generic: $20 Formulary brand: $40 Non-formulary brand: $55 Mail order: Generic: $12 Brand on formulary: $27 Brand not on formulary: $50
Montgomery County Government - Fire & EMS	POS plan	In-network: Individual: None Family: None Out-of-network: Individual: $300 Family: $600	In-network: Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100% Out-of-network: Hospitalization: 80% Outpatient surgery: 80% Physician office visits: 80% Specialist office visits: 80% Emergency care: 80%	In-network: Physician office visits: $10 Specialist office visits: $10 Emergency care: $25 Out-of-network: None	In and out-of-network: Individual: $1,000 Family: Each family member must meet the individual limit	Retail: Generic: $4 Brand: $8 Mail order: Generic: $4 Brand: $8 Note: Prescription drugs are covered under a separate plan (Caremark); carved out of the POS and UHC HMO medical plans. Prescription drugs are covered under the Kaiser HMO plan.
Prince William County Government - Fire and Rescue	PPO plan	In-network: Individual: None Family: None Out-of-network: Individual: $400 Family: $800	In-network: Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100% Out-of-network: Hospitalization: 70% Outpatient surgery: 70% Physician office visits: 70% Specialist office visits: 70% Emergency care: 70%	In-network: Hospitalization: $350 copay per admission Outpatient surgery: $100 Physician office visits: $20 Specialist office visits: $35 Emergency care: $100 Out-of-network: None	In-network: Individual: $1,500 Family: $3,000 Out-of-network: Individual: $2,500 Family: $5,000	Retail: Generic: $10 Brand on formulary: $30 Brand not on formulary: $45 Mail order: Generic: $20 Brand on formulary: $60 Brand not on formulary: $90

Kaiser HMO Plans - Table 1 (Not Valued)

Employer	Representative Plan	Eligibility	Monthly Opt Out Credit	Employee Monthly Contributions
City of Alexandria - Fire	See active medical table 1 for provisions	N/A	N/A	N/A
Arlington County Government - Fire	Kaiser Health Maintenance Organization (HMO)	First of month following date of hire	No credit	EE: 17% EE + spouse: 21% EE + child(ren): 20% EE + family: 21%
Fairfax County Government - Fire & EMS	Kaiser Health Maintenance Organization (HMO)	Immediate	No credit	EE: 15% EE + 1: 25% EE + 2: 25%
Montgomery County Government - Fire & EMS	Kaiser Health Maintenance Organization (HMO)	Immediate	No credit	EE: 20% EE + 1: 20% EE + 2: 20%
Prince William County Government - Fire and Rescue	Not applicable	N/A	N/A	N/A

Kaiser HMO Plans - Table 2 (Not Valued)

Employer	Representative Plan	Annual Deductibles	Coinsurance	Employee Copay Amounts	Out-of-Pocket Limits	Prescription Drug Coverage
City of Alexandria - Fire	See active medical table 2 for provisions	N/A	N/A	N/A	N/A	N/A
Arlington County Government - Fire	Kaiser HMO plan	Individual: None Family: None	Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100%	Hospitalization: $100 copay per admission Outpatient surgery: $50 Physician office visits: $10 Specialist office visits: $20 Emergency care: $100	Individual: None Family: None	Retail: Generic: $20 Brand on formulary: $45 Brand not on formulary: $60 Mail order: Generic: $13 Brand on formulary: $23 Brand not on formulary: $38
Fairfax County Government - Fire & EMS	Kaiser HMO plan	Individual: None Family: None	Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100%	Physician office visits: $10 Specialist office visits: $10 Emergency care: $50	Individual: None Family: None	Kaiser pharmacy: Generic: $10 Brand on formulary: $20 Brand not on formulary: $35 Retail pharmacy: Generic: $20 Brand on formulary: $40 Brand not on formulary: $55 Mail order: Generic: $16 Brand on formulary: $36 Brand not on formulary: $66
Montgomery County Government - Fire & EMS	Kaiser HMO plan	Individual: None Family: None	Hospitalization: 100% Outpatient surgery: 100% Physician office visits: 100% Specialist office visits: 100% Emergency care: 100%	Physician office visits: $5 Specialist office visits: $5 Emergency care: $50	Individual: $3,500 Family: $9,400	Kaiser pharmacy: Generic: $5 Retail pharmacy (60-day supply): Generic: $15 Mail order (60-day supply): Generic: $15
Prince William County Government - Fire and Rescue	N/A	N/A	N/A	N/A	N/A	N/A

Dental

Employer	Eligibility	Annual Deductibles	Dental Coverage	Annual Dental Maximum	Orthodontic Coverage	Employee Monthly Contribution
City of Alexandria - Fire	First of month following date of hire	In-network: Individual: None Family: None Out-of-network (not valued): Individual: $50 Family: $150	In-network: Diagnostic: 100% Minor restorative: 60% to 80% (an average of 70% valued) Endodontic: 60% Other major restorative: 60% Out-of-network (not valued): Diagnostic: 100% Minor restorative: 75% Endodontic: 50% Other major restorative: 50% Note: There is a $10 copay per office visit.	In-network: None Out-of-network (not valued): $1,000	In-network: 40% with no lifetime maximum Out-of-network (not valued): No coverage	EE: 100% EE + 1: 100% EE + 2: 100% Opt out: No credit
Arlington County Government - Fire	First of month following date of hire	In and out-of-network: Individual: $55 Family: $110 Deductible applies to minor restorative, endodontic and major restorative services.	In and out-of-network: Diagnostic: 100% Minor restorative: 80% Endodontic: 80% Other major restorative: 50%	In and out-of-network: $1,290	In and out-of-network: 50% with a lifetime maximum of $1,250	EE: 21% EE + spouse: 24% EE + child(ren): 19% EE + family: 21% Opt out: No credit
Fairfax County Government - Fire & EMS	First of month following date of hire	In and out-of-network: Individual: $50 Family: Each family member must meet the individual deductible up to a maximum of 3 Deductible applies to all services except diagnostic.	Dental coverage is a three tier PPO: In-network: Diagnostic: 100% Minor restorative: 90% Endodontic: 60% Other major restorative: 60% In-network premier network (not valued): Diagnostic: 100% Minor restorative: 80% Endodontic: 50% Other major restorative: 50% Out-of-network (not valued): Diagnostic: 80% Minor restorative: 80% Endodontic: 50% Other major restorative: 50%	In and out-of-network: $2,000	In-network: 50% with a lifetime maximum of $2,000 Out-of-network (not valued): 35% with a lifetime maximum of $2,000	EE: 50% EE + 1: 50% EE + 2: 50% Opt out: No credit

Employer	Eligibility	Annual Deductibles	Dental Coverage	Annual Dental Maximum	Orthodontic Coverage	Employee Monthly Contribution
City of Alexandria - Fire	First of month following date of hire	In-network: Individual: None Family: None Out-of-network (not valued): Individual: $50 Family: $150	In-network: Diagnostic: 100% Minor restorative: 60% to 80% (an average of 70% valued) Endodontic: 60% Other major restorative: 60% Out-of-network (not valued): Diagnostic: 100% Minor restorative: 75% Endodontic: 50% Other major restorative: 50% Note: There is a $10 copay per office visit.	In-network: None Out-of-network (not valued): $1,000	In-network: 40% with no lifetime maximum Out-of-network (not valued): No coverage	EE: 100% EE + 1: 100% EE + 2: 100% Opt out: No credit
Montgomery County Government - Fire & EMS	Immediate	Individual: $50 Family: $150 Deductible applies to all services except diagnostic.	Diagnostic: 100% Minor restorative: 80% Endodontic: 80% Other major restorative: 60%	$2,000	60% with a lifetime maximum of $1,000	EE: 20% EE + 1: 20% EE + 2: 20% Opt out: No credit
Prince William County Government - Fire and Rescue	First of month following date of hire	Core and enhanced plan: Individual: $50 Family: $150 Deductible applies to minor restorative, endodontic and major restorative services.	Core plan: Diagnostic: 80% Minor restorative: 70% Endodontic: 70% Other major restorative: 50% Enhanced: Diagnostic: 100% Minor restorative: 70% Endodontic: 70% Other major restorative: 50% Note: 50% of employees are in the Core plan and 50% are in the Enhanced plan. For COMPARISON purposes, both plans are valued with equal weight.	Core plan: $1,000 Enhanced plan: $2,000	Core plan: 50% with a lifetime maximum of $1,000 Enhanced plan: 50% with a lifetime maximum of $2,000	Core plan: EE: 49% EE + 1: 49% EE + 2: 50% Enhanced plan: EE: 61% EE + 1: 60% EE + 2: 61% Opt out: No credit

City of Alexandria - Fire Employees

2008 COMPARISON Study

Paid Time Off Plans

Summary of Results

The paid time off plans group (PTO) consists of the vacation plan, the holiday plan and the sick leave plan for each employer. City of Alexandria ranks as follows:

Benefit	City of Alexandria's Value	Comparison Group Average Benefit Value	City of Alexandria's Ranking in Comparison Group	Benefit Value as a Percentage of City of Alexandria's Total Program
Paid Time Off	100	107	5th	38
Vacation	100	106	5th	23
Holiday	100	108	5th	12
Sick	100	106	5th	3

Vacation and Holiday

Vacation and holiday plan values are calculated by multiplying each eligible employee's daily pay rate by the number of days that the employee receives under the plan. It is assumed that employees take all leave or receive cash for the current year's accrual.

Sick Leave

Values for all disability benefit programs (sick leave, STD and LTD) are calculated together and then allocated to the individual benefits based on the following definitions:

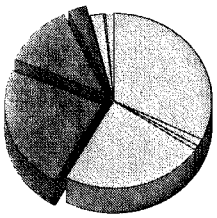
Type of Disability	Duration
Sick Leave	First 10 working days
STD	From day 11 through the sixth month
LTD	After the sixth month

This breakdown is used in order to eliminate differences in plan values that result from terminology. The value of sick leave plans is then included in the Paid Time Off (PTO) group to facilitate comparison with the plans of employers that have paid time off programs that include additional vacation days in lieu of sick leave. Sick leave carryover is not valued, since the

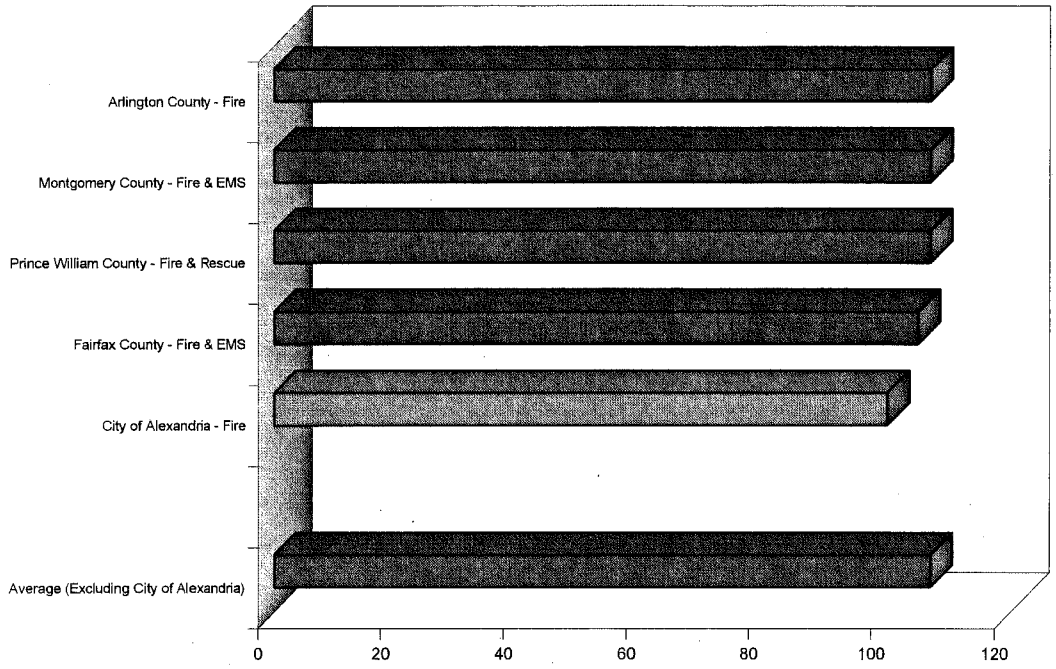
benefit cost is attributable to the current year. STD and LTD values are included in the Security group (see p. 49).

City of Alexandria - Fire Employees
2008 COMPARISON Study
Paid Time Off Benefit Results

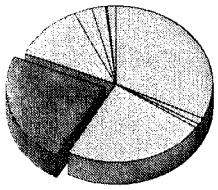
Includes Vacation, Holiday and Sick Leave Plans



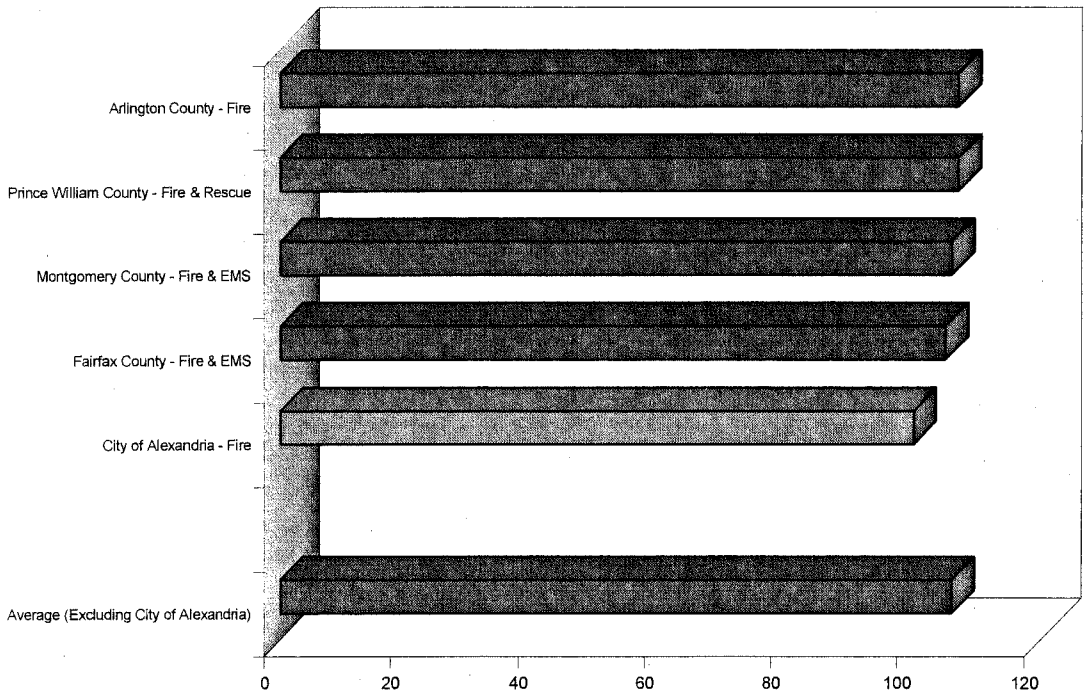
	Values		
	Employer	Employee	Total
Arlington County - Fire	107	0	107
Montgomery County - Fire & EMS	107	0	107
Prince William County - Fire & Rescue	107	0	107
Fairfax County - Fire & EMS	105	0	105
City of Alexandria - Fire	**100**	**0**	**100**
Average (Excluding City of Alexandria)	107	0	107



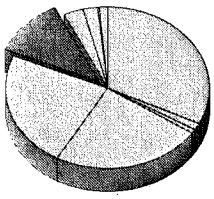
City of Alexandria - Fire Employees
2008 COMPARISON Study
Vacation Plan Results



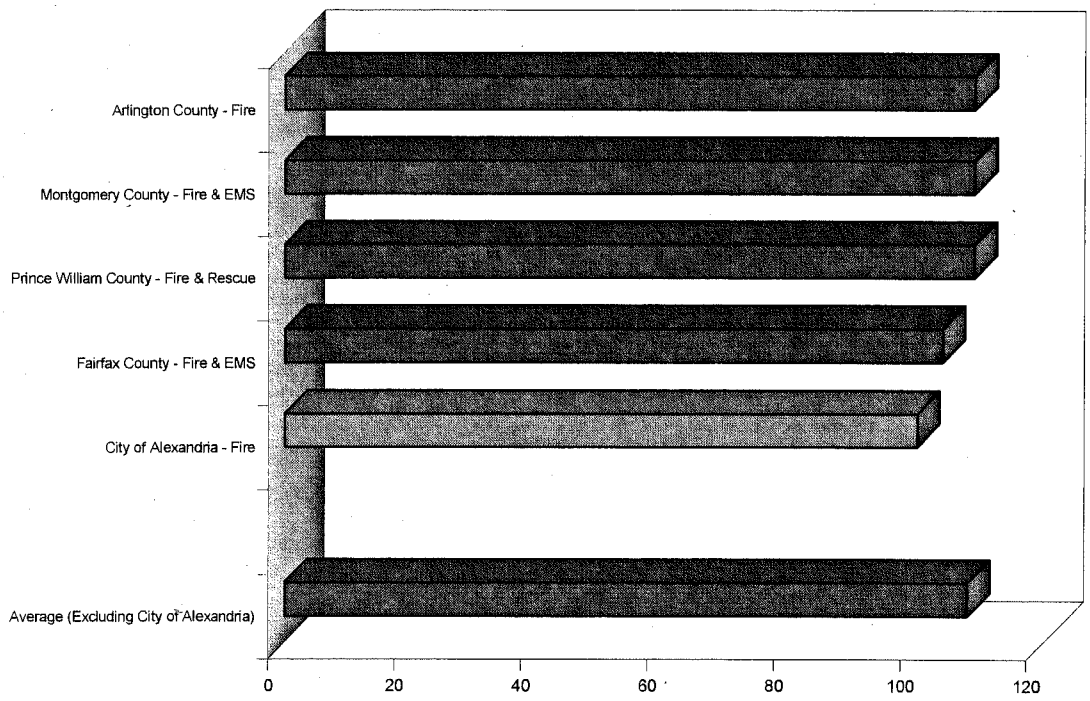
	Values		
	Employer	Employee	Total
Arlington County - Fire	107	0	107
Prince William County - Fire & Rescue	107	0	107
Montgomery County - Fire & EMS	106	0	106
Fairfax County - Fire & EMS	105	0	105
City of Alexandria - Fire	**100**	**0**	**100**
Average (Excluding City of Alexandria)	106	0	106



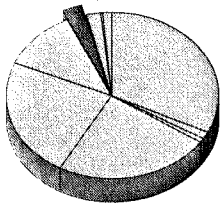
City of Alexandria - Fire Employees
2008 COMPARISON Study
Holiday Plan Results



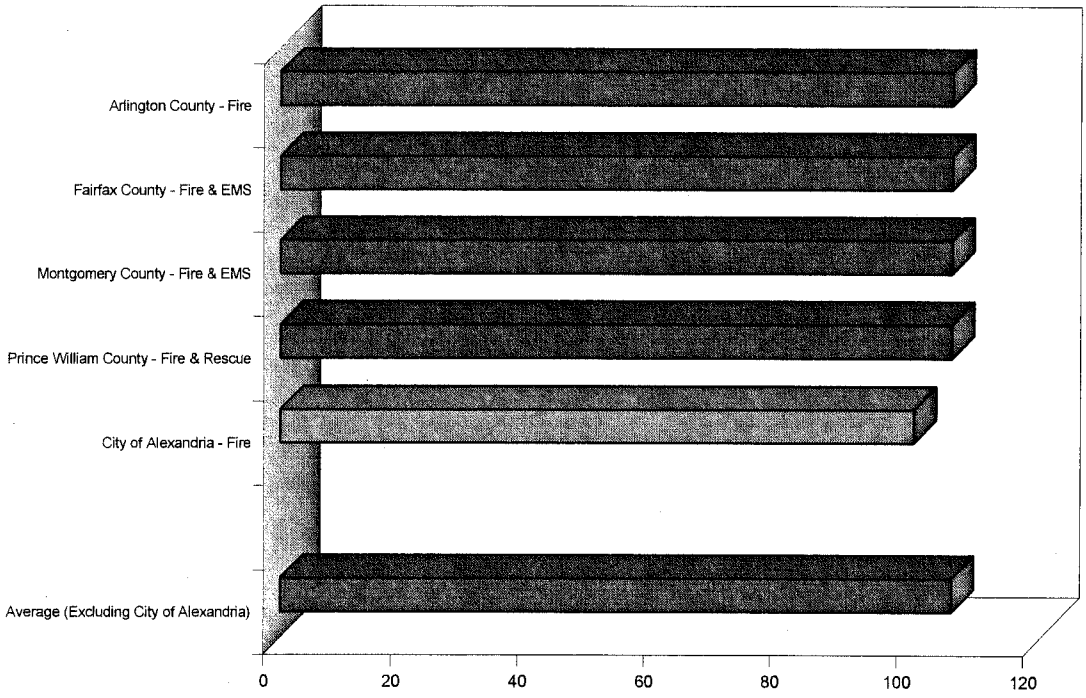
	Values		
	Employer	Employee	Total
Arlington County - Fire	109	0	109
Montgomery County - Fire & EMS	109	0	109
Prince William County - Fire & Rescue	109	0	109
Fairfax County - Fire & EMS	104	0	104
City of Alexandria - Fire	**100**	**0**	**100**
Average (Excluding City of Alexandria)	108	0	108



City of Alexandria - Fire Employees
2008 COMPARISON Study
Sick Leave Plan Results



	Values		
	Employer	Employee	Total
Arlington County - Fire	106	0	106
Fairfax County - Fire & EMS	106	0	106
Montgomery County - Fire & EMS	106	0	106
Prince William County - Fire & Rescue	106	0	106
City of Alexandria - Fire	**100**	**0**	**100**
Average (Excluding City of Alexandria)	106	0	106



Paid Time Off Plans – Plan Provisions Summary

Vacation and Holiday

Employer	Vacation Eligibility	Vacation Schedule for One or More Years of Service	Fixed Holidays	Floating Holidays or Personal Days
City of Alexandria - Fire	Immediate	1 year: 13 days 2 years: 14 days 3 years: 15 days 4 years: 16 days 5 years: 17 days 6 years: 18 days 7 years: 19 days 8 years: 20 days 9 years: 21 days 10 years: 22 days 11 years: 23 days 12 or more years: 24 days	11 days	None
Arlington County Government - Fire	Immediate	1 to 2 years: 13 days 3 to 5 years: 16.25 days 6 to 8 years: 19.50 days 9 to 11 years: 22.75 days 12 or more years: 26 days	12 days	None
Fairfax County Government - Fire & EMS	Immediate	1 to 2 years: 13 days 3 to 14 years: 19.5 days 15 or more years: 26 days	11.5 days	None
Montgomery County Government - Fire & EMS	Immediate	1 to 3 years: 15 days 4 to 15 years: 20 days 16 or more years: 26 days	9 days	3 floating holidays/personal days
Prince William County Government - Fire and Rescue	Immediate	1 to 2 years: 13 days 3 to 5 years: 16.25 days 6 to 8 years: 19.50 days 9 to 11 years: 22.75 days 12 or more years: 26 days	12 days	None

Sick Leave

Employer	Eligibility	Number of Sick Leave Days per Year with One or More Years of Service
City of Alexandria - Fire	Immediate	8 days
Arlington County Government - Fire	Immediate	13 days
Fairfax County Government - Fire & EMS	Immediate	13 days
Montgomery County Government - Fire & EMS	Immediate	15 days
Prince William County Government - Fire and Rescue	Immediate	13 days Employees may also contribute leftover sick days to a sick leave bank to be used for short term disability. There is a 45 day waiting period before days from the sick leave bank can be used. Note: Not valued for COMPARISON purposes.

City of Alexandria - Fire Employees

2008 COMPARISON Study

Security Plans

Summary of Results

The security plans group consists of the life insurance plan, short term disability plan (STD) and long term disability plan (LTD) for each employer. City of Alexandria ranks as follows:

Benefit	City of Alexandria's Value	Comparison Group Average Benefit Value	City of Alexandria's Ranking in Comparison Group	Benefit Value as a Percentage of City of Alexandria's Total Program
Security	100	52	1st	4
Life Insurance	100	68	2nd	2
STD	100	189	5th	0
LTD	100	13	1st	2

Life Insurance Plan Values

Benefit calculations are made on a one-year term cost basis for both basic life and AD&D insurance. The rates used are derived from the unisex age-based rate table of a major insurer. Survivor benefits that are payable from defined benefit plans are not valued.

Disability Benefit Plan Values

Values for all disability benefit programs (sick leave, STD and LTD) are calculated together and then allocated to individual benefit areas based on the following definitions:

Type of Disability	Duration
Sick Leave	First 10 working days
STD	From day 11 through the sixth month
LTD	After the sixth month

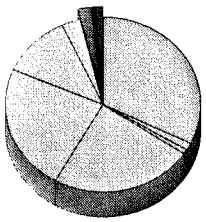
Sick leave results are included in the Paid Time Off group (see page 41). This breakdown is used in order to eliminate differences in plan values that result from terminology. For example, Employer A might have up to six months of sick leave, but not have an STD program. Employer B might have two weeks of sick leave, but offer an STD benefit after the expiration of sick leave. Applying the employer definitions of disability would show Employer A with a generous sick

leave plan, but the STD value would be zero. Employer B would have a substantially lower sick leave value, but would have an STD value. Applying the functional definitions listed above eliminates this variance in values that is solely due to the terminology a particular employer uses to describe benefits.

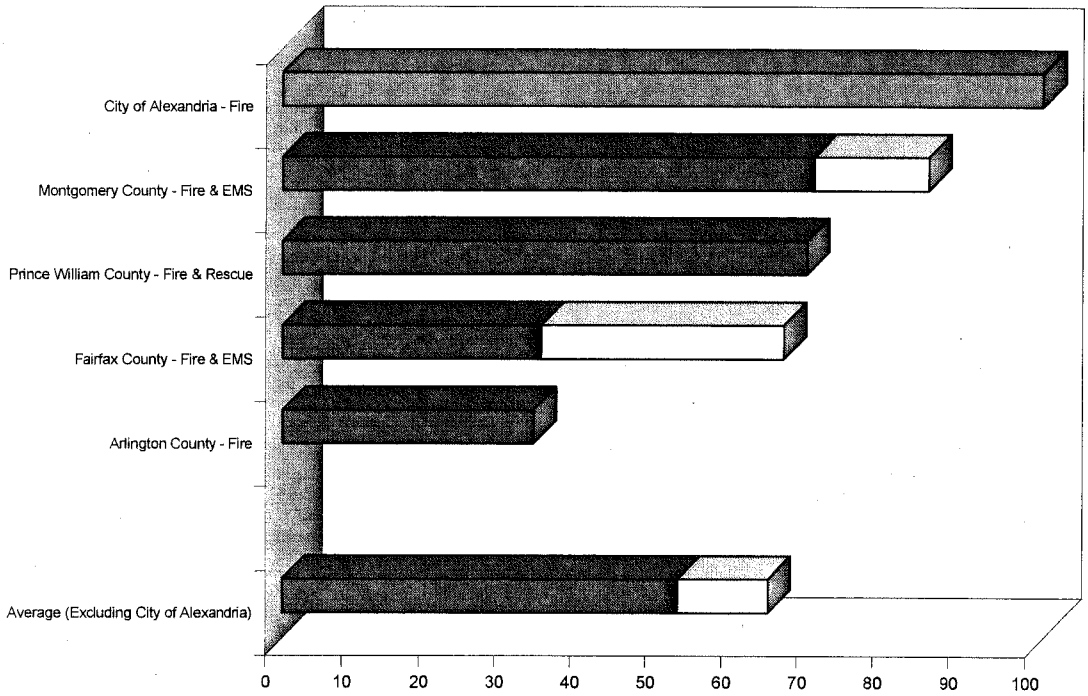
The one-year term cost for disability values is calculated based on a Society of Actuaries table that provides rates based on the age and sex of each employee. The benefit value is reduced by the value of the individual or family Social Security benefit starting at 26 weeks. Plans offset by individual Social Security typically rank higher than plans offset by family Social Security since the employer must pay a greater share of the allowed benefit.

City of Alexandria - Fire Employees
2008 COMPARISON Study
Security Benefit Results

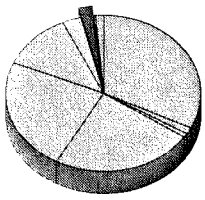
Includes Life Insurance, STD and LTD Plans



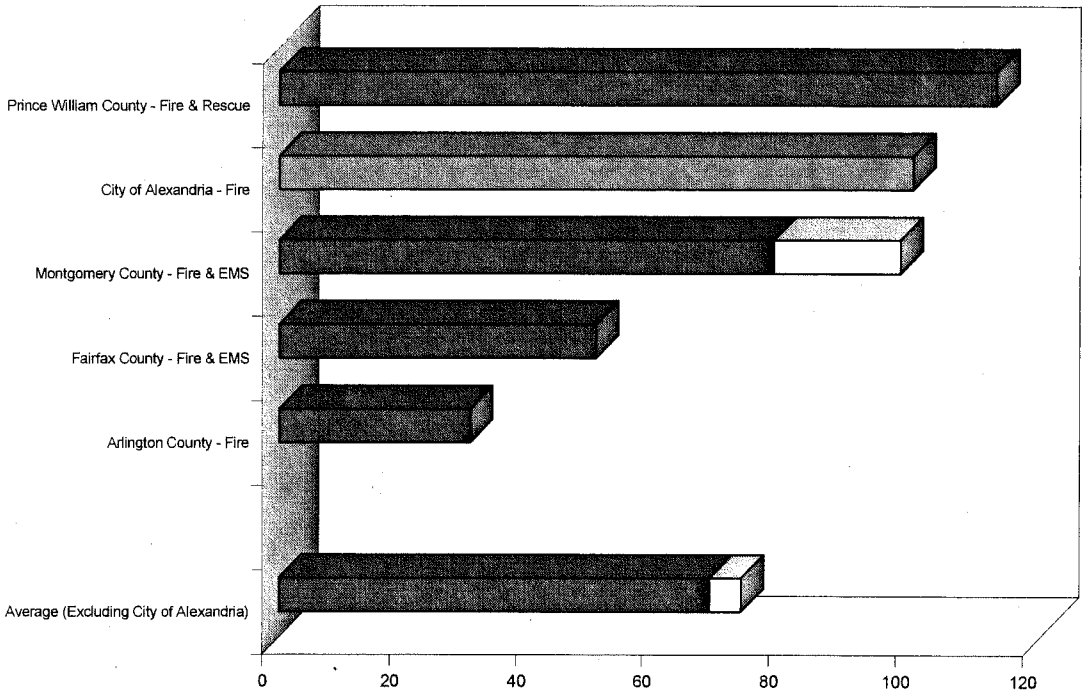
	Values		
	Employer	Employee	Total
City of Alexandria - Fire	**100**	**0**	**100**
Montgomery County - Fire & EMS	70	15	85
Prince William County - Fire & Rescue	69	0	69
Fairfax County - Fire & EMS	34	32	66
Arlington County - Fire	33	0	33
Average (Excluding City of Alexandria)	52	12	64



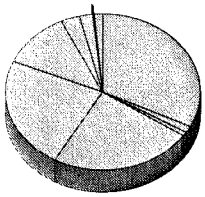
City of Alexandria - Fire Employees
2008 COMPARISON Study
Life Insurance Plan Results



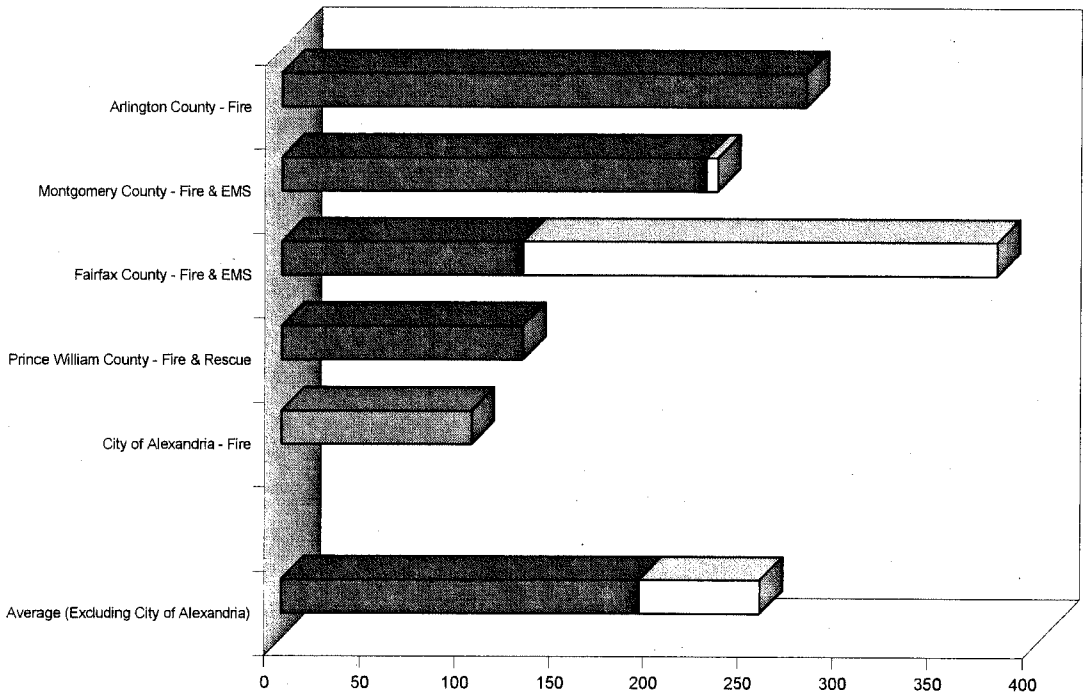
	Values		
	Employer	Employee	Total
Prince William County - Fire & Rescue	113	0	113
City of Alexandria - Fire	**100**	**0**	**100**
Montgomery County - Fire & EMS	78	20	98
Fairfax County - Fire & EMS	50	0	50
Arlington County - Fire	30	0	30
Average (Excluding City of Alexandria)	68	5	73



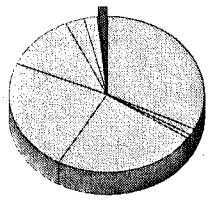
City of Alexandria - Fire Employees
2008 COMPARISON Study
Short Term Disability Plan Results



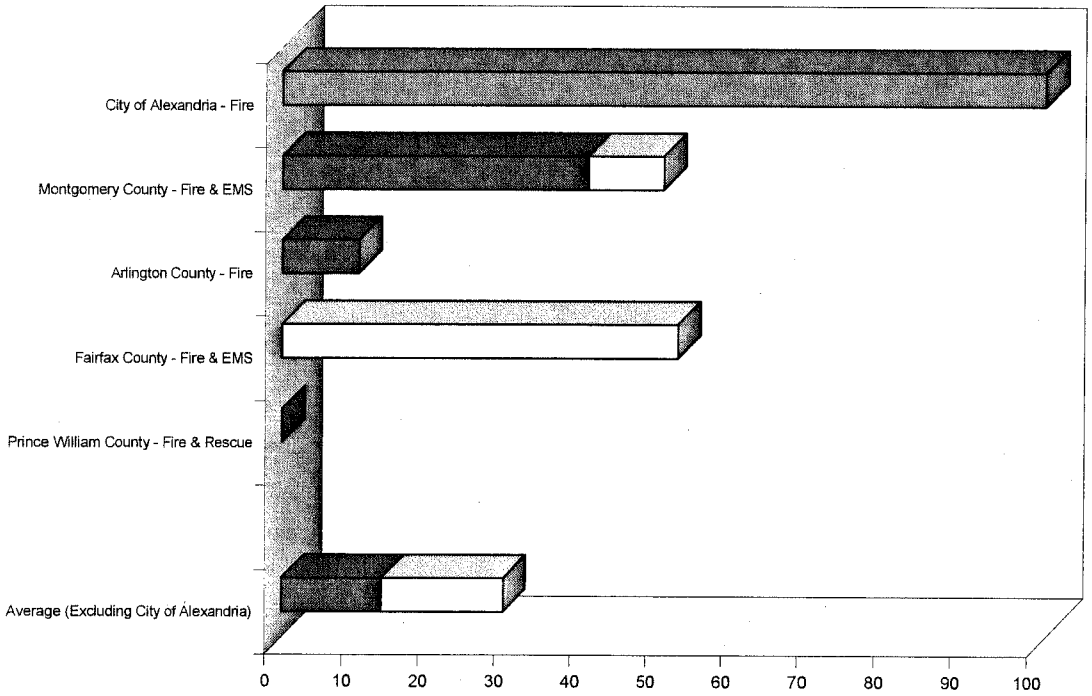
	Values		
	Employer	Employee	Total
Arlington County - Fire	276	0	276
Montgomery County - Fire & EMS	224	6	230
Fairfax County - Fire & EMS	127	250	377
Prince William County - Fire & Rescue	127	0	127
City of Alexandria - Fire	**100**	**0**	**100**
Average (Excluding City of Alexandria)	189	64	253



City of Alexandria - Fire Employees
2008 COMPARISON Study
Long Term Disability Plan Results



	Values		
	Employer	Employee	Total
City of Alexandria - Fire	**100**	**0**	**100**
Montgomery County - Fire & EMS	40	10	50
Arlington County - Fire	10	0	10
Fairfax County - Fire & EMS	0	52	52
Prince William County - Fire & Rescue	0	0	0
Average (Excluding City of Alexandria)	13	16	29



Security Plans – Plan Provisions Summary

Life Insurance

Employer	Eligibility	Basic Life Insurance Amount	Basic Life Insurance Employee Monthly Contribution	AD&D Insurance Amount
City of Alexandria - Fire	First of month following 90 days of service	2.0 times pay Minimum benefit: None Maximum benefit: $750,000	None	Same as basic life insurance
Arlington County Government - Fire	First of month following date of hire	1.0 times pay Minimum benefit: None Maximum benefit: $50,000	None	Same as basic life insurance
Fairfax County Government - Fire & EMS	Immediate	1.0 times pay Minimum benefit: None Maximum benefit: $250,000	None	Same as basic life insurance
Montgomery County Government - Fire & EMS	Immediate	2.0 times pay Minimum benefit: None Maximum benefit: $200,000	20% of premium	Same as basic life insurance
Prince William County Government - Fire and Rescue	Immediate	2.0 times pay Minimum benefit: None Maximum benefit: None	None	4.0 times pay Minimum benefit: None Maximum benefit: None

Short Term Disability

Employer	Eligibility	Elimination Period	Weekly STD Benefit	Benefit Duration	Employee Monthly Contribution
City of Alexandria - Fire	No plan	N/A	N/A	N/A	N/A
Arlington County Government - Fire	1 year of service	Accident: 90 days Sickness: 90 days Hospitalization: 90 days	Benefit: 66 2/3% Minimum benefit: None Maximum benefit: $841 Social Security offset: 100% total (individual and family)	52 weeks	None
Fairfax County Government - Fire & EMS	No plan	N/A	N/A	N/A	N/A
Montgomery County Government - Fire & EMS	No plan	N/A	N/A	N/A	N/A
Prince William County Government - Fire and Rescue	See sick leave provisions	N/A	N/A	N/A	N/A

Long Term Disability

Employer	Eligibility	Elimination Period	Monthly LTD Benefit	Employee Monthly Contribution
City of Alexandria - Fire	4 months of service	4 months	Benefit: 60% of pay Minimum benefit: $100 Maximum benefit: $5,000 Social Security offset: 100% individual Definition of pay does not include bonus	None
Arlington County Government - Fire	No plan	N/A	N/A	N/A
Fairfax County Government - Fire & EMS	Immediate	60 days	Benefit: 60% of pay Minimum benefit: $100 or 10% of benefit prior to reductions Maximum benefit: $3,500 Social Security offset: 100% total (individual and family) Definition of pay does not include bonus	Employee-pay-all
Montgomery County Government - Fire & EMS	6 months of service	5 months	Benefit: 60% of pay Minimum benefit: $100 Maximum benefit: $2,500 Social Security offset: 100% total (individual and family) Definition of pay does not include bonus	20% of premium
Prince William County Government - Fire and Rescue	No plan	N/A	N/A	N/A

Other Plan Provisions

Work Life Benefits - Table 1

Employer	Adoption assistance	Compressed workweek	Child care assistance	Elder care assistance	Flexible work schedules	Job sharing	Long term care insurance	Phased retirement	Sabbaticals	Tele-commuting	Time off for community service
City of Alexandria - Fire		Offer		Offer	Offer		Offer			Offer	
Arlington County Government - Fire		Offer			Offer	Offer	Offer	Offer		Offer	
Fairfax County Government - Fire & EMS		Offer	Offer		Offer	Offer	Offer	Offer	Offer	Offer	Offer
Montgomery County Government - Fire & EMS						Offer	Offer				
Prince William County Government - Fire and Rescue							Offer				

Work Life Benefits - Table 2

Employer	Time off donation bank	Complimentary meals, snacks or beverages	Concierge services	Employee self-service	Financial planning	Fitness centers	Free or subsidized parking	Full-time business casual attire	Group auto insurance	Group homeowners insurance
City of Alexandria - Fire	Offer			Offer	Offer	Offer	Offer			
Arlington County Government - Fire				Offer	Offer	Offer	Offer	Offer		
Fairfax County Government - Fire & EMS	Offer			Offer		Offer	Offer	Offer		
Montgomery County Government - Fire & EMS							Offer			
Prince William County Government - Fire and Rescue										

Work Life Benefits - Table 3

Employer	Lactation Rooms	Disease Management	Lap top computers for personal use	Personal digital assistant	Pre tax transportation account	Prepaid legal	Tuition assistance	Other
City of Alexandria - Fire		Offer			Offer		Offer	
Arlington County Government - Fire	Offer	Offer			Offer		Offer	
Fairfax County Government - Fire & EMS					Offer		Offer	Employee assistance program Credit union
Montgomery County Government - Fire & EMS				Offer			Offer	
Prince William County Government - Fire and Rescue								Credit union Employee assistance program