



## ARLINGTON COUNTY, VIRGINIA

County Board Agenda Item  
Meeting of July 21, 2012

### SUPPLEMENTAL REPORT

**DATE:** June 7, 2012

**SUBJECT:** Review and approve a new Total Compensation Philosophy that incorporates pay, benefits, retirement, and reward principles, and encourages learning opportunities, a work-life balance and a positive work environment.

**DISCUSSION:** The attached Total Compensation Philosophy has been revised to set a target replacement income of 65% from retirement programs after a 30-year career.

County Manager:

*BMD/mjs*

County Attorney:

*[Signature]*

43.

Staff: Jean Wardlaw, Human Resources Department

# TOTAL COMPENSATION PHILOSOPHY

As an Employer of Choice, Arlington County recognizes our employees are the foundation of our success. This philosophy provides a broad framework to assist the County in making decisions that impact Arlington County Government total compensation. We strive to offer a meaningful, well-rounded total compensation package that:

- Enables Arlington County to recruit, retain, reward and motivate a high caliber, diverse workforce.
- Provides employees with fair, competitive pay, benefits and retirement options.
- Maintains a highly valued benefits package where the costs of benefits are shared between the County and the employee.

## TOTAL COMPENSATION PRINCIPLES

- A. Provide salaries that are competitive in our target market. Our target market consists of those jurisdictions and organizations of similar size and structure that would be our competitors for employees and will include at a minimum Alexandria, Fairfax and Prince William
- B. Provide employees with leave and/or disability benefits that assist in replacing a portion of income lost in order to care for themselves during qualifying periods of illness or absence
- C. Provide a retirement program that offers defined benefit and defined contribution (including deferred compensation) options that will assist employees in achieving their individual retirement goals and targets replacement of 65% of income after a 30-year career
- D. Provide affordable healthcare that offers employees the ability to choose the option that best fits their needs
- E. Encourage, support and reward employees at all levels of the organization by offering learning opportunities to promote professional growth and development
- F. Enhance work-life balance through offerings such as: alternative work schedules, employee wellness programs and ancillary benefit programs like walk/bike to work, reduced County recreation fees and transit subsidies
- G. Foster a positive work environment that is meaningful, stimulating and encourages employee innovation and creativity

The total compensation package will be administered in a fiscally responsible manner, taking into consideration the County's financial resources each year. Nothing in this statement should be construed as a required benefit.

The Human Resources Department will develop and publish operational policies to ensure the total compensation package is in compliance with these principles and supports our status as an Employer of Choice. Reports will be available annually.