



Response to Questions on the 2016 LOBs

Request By: Supervisor Smyth

Relevant LOB(s): N/A

Question: Update the average annual salary data shown on slide 32 of the Compensation LOBs presentation to include overtime and stipends.

Response:

The table from slide 32 of the compensation LOBs presentation (<http://www.fairfaxcounty.gov/dmb/lob/2016/lobs-compensation-presentation.pdf>) is reproduced below to include average additional pay from overtime and stipends by pay plan. As shown in the table, employees in the uniformed pay plans earn greater amounts of additional pay than employees in the non-uniformed pay plans.

Pay Plan	# of Employees	Average Annual Salary ¹	Average Additional Pay ²	Average Total Pay
Uniformed	3,534	\$80,695	\$17,851	\$98,546
Plan C - Sheriff	501	\$79,685	\$10,997	\$90,682
Plan F – Fire and Rescue	1,394	\$86,504	\$23,064	\$109,568
Plan O - Police	1,359	\$79,535	\$15,968	\$95,503
Plan P – Public Safety Communicators/ Animal Control Officers	280	\$59,213	\$13,303	\$72,516
Non-Uniformed	8,001	\$67,478	\$1,385	\$68,863
Plan E - Executive	42	\$161,220	\$241	\$161,461
Plan L – County Attorney	49	\$104,685	\$0	\$104,685
Plan S – General County	7,824	\$66,140	\$1,382	\$67,522
Plan X – Exempt Service	86	\$122,235	\$2,969	\$125,204
TOTAL	11,535	\$71,527	\$6,430	\$77,957

¹ Average base salary of full-time, merit employees as of March 2016.

² Average overtime and stipends earned during calendar year 2015 by full-time, merit employees. Does not include awards or leave payouts.



The distribution of additional pay among employees in each of the pay plans tends to be skewed, with a smaller number of employees earning larger amounts of additional pay. The table below shows the percentage of employees in each of the larger pay plans that earned in excess of \$10,000, \$25,000 and \$50,000 in calendar year 2015. As shown in the table, more than half of the employees in the public safety pay plans earned more than \$10,000 in additional pay, though the percentage varies by pay plan. A smaller percentage of employees earned in excess of \$25,000 and \$50,000. However, a significant percentage of Plan F employees earned large amounts of additional pay, with 10.5 percent earning more than \$50,000 and, not shown in the table, just under one percent earning more than \$100,000.

Pay Plan	Percent of Employees with Additional Pay in Excess of \$10,000	Percent of Employees with Additional Pay in Excess of \$25,000	Percent of Employees with Additional Pay in Excess of \$50,000
Plan C - Sheriff	43.9%	6.8%	0.8%
Plan F – Fire and Rescue	67.6%	34.9%	10.5%
Plan O - Police	59.7%	19.3%	2.6%
Plan P – Public Safety Communicators/ Animal Control Officers	50.4%	15.7%	1.4%
Plan S – General County	3.7%	0.3%	0.0%