

## Response to Questions on the FY 2009 Advertised Budget Plan

**Request By:** Supervisor Herrity

**Question:** How many limited term employees are currently employed by Fairfax County?

**Response:** The term "limited term" in the County typically applies to two categories of exempt employees, exempt limited term and exempt part time. The definition of exempt limited term employees are individuals selected to fill a position on a temporary basis, and whose appointment is limited to no more than 24 pay periods (336 calendar days). At the end of this term, the employee must be separated for a minimum of four weeks. Exempt part-time employees are limited to working no more than 1,039 hours in a year but no break in service is required. These employees are not eligible for benefits.

As described in a previous Q&A, these employees are used by the County to provide staffing coverage for seasonal, relief or other types of work. Examples of this include lifeguards at recreation centers and front desk staff at community centers. Supplemental staffing allows the County to be flexible and respond quickly to initiatives that are short term or temporary in duration as a result increasing the County's overall effectiveness in conducting operations. An example would be the use of limited term data collectors to supplement existing appraisal staff in the Department of Tax Administration.

As of March 2008, there were just over 4,300 exempt limited term (approximately 1,200) and exempt part time (approximately 3,100) employees in the County. It should be noted that all of these employees are not necessarily scheduled for hours every pay period but instead are scheduled as needed consistent with the flexibility that the exempt limited term and exempt part time classifications afford program managers. For example in the month of March, approximately 3,300 exempt limited term and exempt part time employees worked.

While exempt employees are used in many departments, the vast majority are distributed as follows in both appropriated and non-appropriated funds:

- Park Authority (both General Fund and Park Revenue Fund) - 1,900
- Community and Recreation Services - 540
- Fairfax County Public Library - 420
- Fairfax-Falls Church Community Services Board - 210
- Fire and Rescue Department - 180
- Reston Community Center - 170
- Health Department - 130
- Department of Family Services - 100
- Mclean Community Center - 90
- Office of Elections - 90