

Fairfax County Pay Increases

FY 2008-FY 2015

	Non-Uniformed	Uniformed			
	General County	Police	Sheriff	Fire and Rescue	Public Safety Communications
FY 2015	2.29%	3.54%	3.54%	6.54%	3.54%
FY 2014	0.00%	0.00%	0.00%	0.00%	0.00%
FY 2013	4.68%	4.43%	4.43%	4.43%	4.43%
FY 2012	2.00%	2.00%	2.00%	2.00%	2.00%
FY 2011	0.00%	0.00%	0.00%	0.00%	0.00%
FY 2010	0.00%	0.00%	0.00%	0.00%	0.00%
FY 2009	5.03%	5.21%	5.21%	5.21%	5.21%
FY 2008	5.00%	5.17%	5.17%	5.17%	5.17%
FY 2008-FY 2015 Average	2.38%	2.54%	2.54%	2.92%	2.54%

Targeted increases impacting a limited number of employees or job classes (i.e. based on pay studies) are not included in the chart above.

FY 2015

- 1.29% Market Rate Adjustment provided to all employees
- General County: additional increase of 1.0%
- Uniformed Public Safety: Merits/Longevities awarded – average of 2.25% (approximately 45% eligible for 5% increase)
- Uniformed Fire and Rescue only: 3.00% increase based on pay study

FY 2014

- Uniformed Public Safety: Longevity increases awarded (not included in chart – approximately 7% of uniformed employees eligible)
- \$850 one-time adjustment provided to merit employees/\$500 one-time adjustment provided to benefits-eligible employees (not included in chart)

FY 2013

- 2.18% Market Rate Adjustment provided to all employees
- General County: Performance increase of 2.5%
- Uniformed Public Safety: Merits/Longevities awarded – average of 2.25% (approximately 45% eligible for 5% increase)

FY 2012

- 2.00% Market Rate Adjustment provided to all employees

FY 2011

- No pay increases given

FY 2010

- No pay increases given

FY 2009

- General County: Average pay for performance increase of 5.03%
- Uniformed Public Safety: Market Rate Adjustment of 2.96% and Merits/Longevities awarded – average of 2.25% (approximately 45% eligible for 5% increase)

FY 2008

- General County: Average pay for performance increase of 5.00%
- Uniformed Public Safety: Market Rate Adjustment of 2.92% and Merits/Longevities awarded – average of 2.25% (approximately 45% eligible for 5% increase)

Fairfax County
Average Salary as of January 2014

All Merit Employees (Full-time): \$68,366

Public Safety Employees: \$78,675

Non-Public Safety: \$63,990