

**BOARD MOTIONS**  
**BUDGET GUIDELINES**  
**FISCAL YEAR 2005**

At a regular meeting of the Board of Supervisors of Fairfax County, Virginia, held in the Board Auditorium of the Fairfax County Government Center on Monday April 21, 2003, the Board reaffirmed and approved Budget Guidelines for FY 2005:

1. The Board directs the County Executive to develop a budget for Fiscal Year 2005 that limits increases in expenditures to projected increases in revenue.
2. Information on the FY 2005 revenue and economic outlook should be forwarded to the Board for discussion in late 2003 so guidance to the County Executive regarding the tax rate as well as the transfer to the Schools can be provided by the Board.
3. The available balances materializing at the Carryover and Third Quarter Reviews which are not required to support County expenditures of a critical nature or to address the Board's policy on the Revenue Stabilization fund should be held in reserve to offset future requirements.
4. In order to avoid structural imbalances between County resources and requirements, resources should be allocated with consideration for the continued availability of these funds:
  - Non-recurring funds will be directed toward non-recurring uses.
  - Only recurring resources may be targeted toward recurring expenses.
5. The County's policy concerning the utilization of recurring and non-recurring funds should be followed by the School Board.
6. I move that the Board direct the following reviews of County programs:

**OFFICE OF PARTNERSHIPS**

I move that staff review the County's Office of Partnerships to explore options to provide these services under a foundation rather than through a County agency. The review and recommendations should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

**PUBLIC SAFETY SALARIES**

I move that County staff undertake a comprehensive review of public safety salaries. In addition to comparing Fairfax County compensation with surrounding jurisdictions, we should explore the issue of Holiday Pay. The review and recommendations should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

**MR GRADS**

Acknowledging the work that has been done by the Human Services Council and the

Community Services board regarding the study of the Mental Retardation graduate program, I move that County staff undertake a review of these and other recommendations regarding the current and future cost of the program and options for enhancing the sliding fee scale to reduce the County's share of these costs. In addition, information should be provided to the Board regarding the impact of the growth of the MR graduate program on Mental Health and Alcohol & Drug Services rehabilitation programs. Proposed adjustments should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

### **INCLUSION OF CERTIFICATION/OTHER SUPPLEMENTAL PAY IN RETIREMENT CALCULATION**

I move that staff undertake a review of the different types of certification and other supplemental pay that are not included in the regular salary base against which retirement contributions and benefits are calculated. This review should include certification pay, retention pay, recruiting bonuses and other items not included in the regular salary base. The review, fiscal impact and recommendations should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

### **ATHLETIC FIELD MAINTENANCE**

I move that County staff work with the Athletic Council and other community groups to undertake a review of the Athletic Field Maintenance program including appropriate fees and the current Adopt-a-Field program, to determine a reasonable approach to implementing uniform field improvements and continuing maintenance. The review and recommendations should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

### **PAY FOR PERFORMANCE**

Recognizing that in FY 2005 we will be entering the fifth year of the pay for performance program and that pay for performance systems typically have a four to five year "shelf-life" before changes are needed to address problems/conflicts, offset rating creep and reinvigorate the system. I move that County staff in consultation with the Employees' Advisory Council, should undertake a review of the program. The review and recommendation should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan to allow for implementation of any significant reworking of the system in FY 2005.

### **HEALTH BENEFITS SUBSIDY**

I move that the County Executive work with public safety and general county employees on further enhancements to the health benefits subsidy for retirees. In addition, I move that the Board direct the County Executive to look at the County's retirement program with advice and recommendations from the Retirement Boards of Trustees and

encourage the School Board to conduct the same review of its retirement programs. The review and recommendation should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

### **BUDGET PROCESS REDESIGN**

I move that County staff undertake a redesign of the County budget process consistent with the efforts already initiated by the County Executive to undertake a strategic planning process and linkage of strategic planning goals to the annual budget. The redesign should more clearly communicate funding decisions based on County priorities, track and communicate program performance as well as create measures to identify County-wide successes across departments and agencies. The first phases of this redesign should be included in the FY 2005 Advertised Budget Plan.

### **COMPETITIVE SOURCING**

I move inclusion of the previously approved guidelines for review of Competitive Sources, approved by the Board of Supervisors on March 10, 2003, be included in the FY 2005 Budget Guidelines. The review and recommendations should be provided to the Board of Supervisors to be considered as part of the FY 2005 Advertised Budget Plan.

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Nancy Vehrs,  
Clerk to the Board of Supervisors