

Response to Questions on the FY 2009 Advertised Budget Plan

Request By: Supervisor Bulova

Question: Provide update on comparable County and Fairfax County Public Schools (FCPS) positions.

Response: The complete review of comparable County and FCPS classes has not been performed for a number of years. However, using matches defined at that time, FCPS staff, with input from the County Department of Human Resources, updated the salary midpoint data for FY 2008 pay scales. It is important to note that this review was focused on midpoints of the pay scales not actual pay of County and FCPS employees.

Using the FY 2008 data, there were just under 2,100 employees in the County (and roughly the same for FCPS) who were in the 83 classes that are considered comparable. Based on a review of midpoints of the pay scales for each of the comparable classes, 66 classes were within 5 percent of each other and 79 classes were within 10 percent of each other. Of the remaining four classes that are more than 10 percent apart, three are single incumbent classes.

The current County policy when reviewing comparable classes for regrades is for a threshold difference of 15 percent. None of the County and FCPS classes reached this threshold.

The last comprehensive review of County and FCPS classes was provided to the Board of Supervisors during deliberations on the FY 2004 budget. At that time there were 100 classes that were comparable and 62 were within 5 percent of each other and 96 were within 10 percent of each other.

As has been noted during previous reviews of comparable classes between the County and FCPS, any discussion of alignment of pay scales needs to also include a review of grade-and-step versus open range, application of COLA or MRA, use of pay for performance versus merit increments and hiring and promotion practices.