

Response to Questions on the FY 2009 Advertised Budget Plan

Request By: Supervisor Frey

Question: Disaggregate by public safety and regular positions the \$13 million needed to make compensation and Pay for Performance whole.

Response: It would require approximately \$6,414,033, including funding for salaries and fringe benefits, in order to fully restore Pay for Performance increases to General County employees in FY 2009.

In order to fully fund the Market Rate Adjustment of 2.96 percent to uniformed public safety employees would require approximately \$6,362,642, including funding for salaries and fringe benefits.

It should be noted that, although there are more General County Employees than uniformed public safety employees, the costs are nearly equivalent as a result of the effective dates of the pay increases. Pay for Performance awards are provided on an employee's review date (resulting in only partial year costs in FY 2009), while the Market Rate Adjustment for uniformed public safety employees is effective at the beginning of the fiscal year.