

Response to Questions on the FY 2009 Advertised Budget Plan

Request By: Supervisor Frey

Question: Provide information on compensation adjustments being given in FY 2009 by surrounding jurisdictions.

Response: As of Friday, March 25, 2008, the following compensation adjustments have been included in the budget proposals for the associated jurisdiction. It should be noted that these proposals are subject to change.

- **City of Alexandria**
 - General Employees: No Cost of Living Adjustment (COLA) and an average 3.07 percent merit increment
 - Public Safety: No COLA and an average 3.12 percent merit increment
- **Arlington County**
 - General Employees and Public Safety: No COLA and an average 3 percent merit increment
- **Loudoun County**
 - General Employees and Public Safety: 3 percent COLA and 2 percent average merit increment
- **Montgomery County**
 - General Employees and Public Safety: 4.5 percent general increase
- **Prince William County**
 - General Employees and Public Safety: No COLA and 3 percent average merit increment
- **Washington, DC**
 - Unionized Employees: 4 percent COLA, effective October 2008
 - Non-unionized employees: TBD

As included in the FY 2009 Advertised Budget Plan, compensation adjustments proposed for Fairfax County include an average Pay for Performance increase of 2.26 percent for General County Employees. Public Safety employees will receive a Market Rate Adjustment of 1.48 percent and an average merit increment of 2.25 percent (approximately 45 percent of Public Safety employees are eligible for a 5 percent merit increment).