

Response to Questions on the FY 2013 Budget

Request By: Supervisor Cook

Question: How does the 2.18 percent Market Rate Adjustment compare to other local jurisdictions. Include both base pay and full compensation in analysis.

Response: The primary adjustments included in the FY 2013 Advertised Budget Plan impacting employees are proposed increases in compensation and health insurance premiums. The following table shows proposed compensation adjustments and health insurance premium increases for the city of Alexandria, Arlington County, Fairfax County Public Schools, Loudoun County, Prince George’s County, and Prince William County. Due to the timing of budget releases, data was not available from Montgomery County or the District of Columbia.

	Proposed Salary Increases for FY 2013	Proposed Health Insurance Premium Increases
Fairfax	2.18% <i>The County Executive has proposed a 2.18% Market Rate Adjustment (scale adjustment & pay increase) for all employees. No Step increases for public safety employees or Pay for Performance increases for general employees are proposed.</i>	10.0% <i>Budgetary projections for Fairfax health insurance plans assume a premium increase of 10%. Actual premium adjustments will be decided in Fall 2012 prior to open enrollment based on updated experience.</i>
Alexandria	2.3-5.0% <i>The FY 2013 proposed budget includes funding for merit-based pay increases ranging from 2.3-5.0%. No across-the-board pay increases are funded. Additionally, the budget includes funding to align the General Schedule pay scale to the market by eliminating the two lowest steps and adding 2.3% to the top of the scale. Also, Sworn Public Safety employees at the top of their grade – and, thus, not eligible for a merit-based pay increase – will be eligible for a one-time 2.3% pay supplement (equivalent to one step) if warranted by performance.</i>	5.0-7.5%* <i>Depending on the health plan, premiums are expected to increase from 5-7.5%. *Additionally, it should be noted that the employee share of health insurance premiums is proposed to increase by 4% to a minimum of 20%.</i>
Arlington	2.5% <i>Arlington’s FY 2013 budget proposal includes funding for merit/step increases, which average 2.5%. No COLA/market pay adjustment has been proposed.</i>	0.0-3.0% <i>Depending on the health plan, premiums are expected to increase from 0-3%.</i>

	Proposed Salary Increases for FY 2013	Proposed Health Insurance Premium Increases
FCPS	4.3% <i>Fairfax County Public Schools have proposed merit increments (averaging 2.3%) as well as a 2% market scale adjustment.</i>	6.4% <i>The FCPS Advertised Budget assumes an increase of 6.4%, including the impact of premium adjustments and plan participation shifts.</i>
Loudoun	0.0-2.0% <i>Loudoun County's budget proposal to their Board includes a 0% increase option (now on the table) up to an average increase of 2% for all County employees. No merit increases are assumed in the proposal.</i>	4.0% <i>The projected premium increase for active employees is 4% for plan year 2013.</i>
Prince George's	0.0% <i>No merit or cost-of-living adjustments are proposed for G-scale employees. The County is still in negotiations with the union.</i>	Unknown <i>Premium adjustments for calendar year 2013 will be decided mid-Summer 2012. The increase for 2012 was 4.9%.</i>
Prince William	3.0% <i>Funding is included in the proposed budget for a 3% Pay for Performance increase; this increase is provided for employees who receive a "fully achieves" performance rating. As part of the County's "Performance Plus" system, employees who receive ratings above "fully achieves" will receive bonuses on top of the 3% increase. A one-time bonus (not included in base pay) of 1% will be provided to employees with an "exceeds" rating and a 2% bonus will be provided for those with a rating of "greatly exceeds." The County proposes to increase the top of the pay scale to allow all to earn a merit this year.</i>	10.0% <i>The expected average increase for the County's health insurance plans is 10%.</i>