

Response to Questions on the FY 2015 Budget

Request By: Supervisor Gross

Question: Please provide a list of the 65 job classes adjusted as part of the FY 2015 Advertised Budget Plan.

Response:

The FY 2015 Advertised Budget Plan includes funding of \$1.22 million for the full-year impact of recommendations for re-grades based on comparisons of Fairfax County midpoints to market midpoints for benchmark job class matches. The market is identified as Arlington County, City of Alexandria, District of Columbia, Loudoun County, Montgomery County, Prince George’s County, and Prince William County. Private companies and other authorities, boards, and commissions operating in these areas are also included from time to time depending on the class(es) surveyed. The trigger point for recommending re-grades for these benchmark classes is if they are less than 95 percent of the market average midpoint. All County benchmark job classes were reviewed in the fall of 2013.

Using the current methodology of comparing Fairfax County midpoint to market midpoint, an upward adjustment of one pay grade is recommended for 11 benchmark job classes and an upward adjustment of two pay grades is recommended for 2 benchmark job classes. The impact of this study is also applied to 52 related job classes. Employees in these job classes will receive an increase of either 1.5 percent or 3 percent depending on where they are in the pay scale.

All 65 job classes recommended for re-grades are listed in the table below. Benchmark job classes, and the midpoint of those classes as compared to the market midpoint, are shaded.

Job Family	Job Classes	Pay Plan	Pay Grade	Fairfax Job Title	Range Midpoint	Movement
1	1	S	21	Audiologist I		One Grade
	2	S	23	Audiologist II		
	3	S	21	Speech Pathologist I		
	4	S	23	Speech Pathologist II	91%	
2	5	S	21	Occupational Therapist I		One Grade
	6	S	24	Occupational Therapist II		
	7	S	21	Physical Therapist I		
	8	S	24	Physical Therapist II	94%	
	9	S	29	Rehabilitative Services Manager		
3	10	S	24	Behavioral Health Nurse Clinician/Case Manager		One Grade
	11	S	26	Behavioral Health Clinical Nurse Specialist	88%	
	12	S	26	Behavioral Health Nurse Supervisor		

Job Family	Job Classes	Pay Plan	Pay Grade	Fairfax Job Title	Range Midpoint	Movement
4	13	S	19	Licensed Practical Nurse		One Grade
	14	S	21	Public Health Nurse I		
	15	S	23	Public Health Nurse II	94%	
	16	S	25	Public Health Nurse III		
	17	S	28	Public Health Nurse IV		
	18	S	27	Nurse Practitioner	84%	
	19	S	27	Physician Assistant	88%	
	20	S	21	Correctional Health Nurse I		
	21	S	23	Correctional Health Nurse II		
	22	S	25	Correctional Health Nurse III		
	23	S	28	Correctional Health Nurse IV		
	24	S	29	Correctional Health Services Administrator		
5	25	S	26	Pharmacist	75%	Two Grades
	26	S	30	Senior Pharmacist		
6	27	S	18	Electronic Equipment Technician I	92%	One Grade
	28	S	20	Electronic Equipment Technician II		
	29	S	22	Electronic Equipment Supervisor		
7	30	S	16	Welder I	94%	One Grade
	31	S	18	Welder II		
8	32	S	18	Heritage Resource Specialist I		One Grade
	33	S	20	Heritage Resource Specialist II		
	34	S	23	Heritage Resource Specialist III		
	35	S	26	Heritage Resource Specialist IV		
	36	S	15	Assistant Historian		
	37	S	18	Historian I		
	38	S	21	Historian II		
	39	S	23	Historian III		
	40	S	25	Historian IV		
	41	S	18	Naturalist I	94%	
	42	S	21	Naturalist II		
	43	S	23	Naturalist III		
	44	S	25	Naturalist IV		
45	S	19	Sr Interpreter, Naturalist & Historian Programs			
9	46	S	13	Graphic Artist I		Two Grades
	47	S	15	Graphic Artist II	73%	
	48	S	17	Graphic Artist III		
	49	S	20	Graphic Artist Supervisor		
	50	S	17	Photographic Specialist		

Job Family	Job Classes	Pay Plan	Pay Grade	Fairfax Job Title	Range Midpoint	Movement
10	51	S	15	Equipment Repairer		One Grade
	52	S	17	Automotive Mechanic I	93%	
	53	S	19	Automotive Mechanic II		
	54	S	20	Vehicle Maintenance Coordinator		
	55	S	21	Motor Mechanic Supervisor		
	56	S	24	Assistant Motor Equipment Superintendent		
	57	S	27	Motor Equipment Superintendent		
	58	S	20	Aircraft & Powerplant Technician I		
	59	S	21	Aircraft & Powerplant Technician II		
	60	S	22	Helicopter Pilot		
	61	S	24	Helicopter Pilot II		
11	62	S	16	Instrumentation Technician I		One Grade
	63	S	19	Instrumentation Technician II	89%	
	64	S	20	Instrumentation Technician III		
	65	S	24	Instrumentation Supervisor		