

Response to Questions on the FY 2015 Budget

Request By: Chairman Bulova

Question: Regarding slide 29 of the County Executive's presentation, the market scale study for uniform fire and rescue staff, what is the average increase that will result?

Response: Funding of \$5.19 million is included for the full-year impact of a 3.0 percent increase effective July 2014 for all uniformed Fire and Rescue employees based on the County's current methodology which is to make adjustments to Public Safety pay scales when the midpoints of two out of three designated classes in each of the Public Safety groups fall more than 5 percent behind the market average midpoints. For Fire, those classes are Firefighter, Fire Technician, and Battalion Chief. Current compensation policy is to target the 50th percentile of midpoint pay rates of Metropolitan Washington area comparators: City of Alexandria, Arlington County, District of Columbia, Loudoun County, Montgomery County, Prince George's County, and Prince William County. Midpoint rates provide a consistent point of comparison in analyzing rates of employers with various pay range (minimum to maximum) spreads. As agreed upon by the Board of Supervisors and the Fire and Rescue Department, the average of the hourly midpoint rates is used rather than the annual midpoint rates.

For FY 2015, analysis of the market using the above methodology and policy results in the requirement for a pay adjustment for Fire and Rescue classes. A 3.0 percent adjustment results in 2 of the 3 classes being in market.