

Response to Questions on the FY 2015 Budget

Request By: Supervisor McKay

Question: Please provide comparative salary data on FCPS central administrative positions, similar to the earlier response (County Q&A #32) on FCPS administrative staff.

Response: The following response was prepared by Fairfax County Public Schools (FCPS):

The Department of Human Resources regularly conducts regional market comparison of major positions categories and reports the information annually in the Human Resources Operational Expectations Monitoring Report. The FY 2014 monitor report is available at <http://www.fcps.edu/schlbd/docs/monitoring%20reports/2013-2014/HRMonitoringReport12-09-13.pdf> and includes market analysis for the following positions: teachers, instructional assistants, principals, assistant principals, social workers, psychologists, speech language pathologists, bus drivers, custodians, and HVAC technicians.

To respond to this budget question, since the selected positions were not part of the annual data provided in the Monitoring Report referenced above, the Department of Human Resources collected salary information from other local school districts, as well as the Fairfax County Government for a variety of similar central office administrative positions. Below is a chart comparing the salary information for a human resources director, public information officer, database administrator, and accountant level or closest equivalent position from each jurisdiction. This information only provides a limited comparison as the responsibilities, duties, and span of control for similar positions between jurisdictions can vary and are not standardized. Due to the timeliness required for this response, a limited number of positions were selected for this response and Falls Church City Public School declined to provide FCPS with any information.

Central Administrator Salary Comparison							
Director (Human Resources)							
Jurisdiction	Position	Annual Salary			Hours	Days	Grade
		Min	Mid	Max			
Alexandria City	Director, Employment Services	\$ 93,065	\$ 119,987	\$ 146,909	8	240	SAS-12
Arlington County	Assistant Superintendent of HR	\$ 109,879	\$ 142,514	\$ 175,150	8	260	P-19
Fairfax County Government	Assistant Director HR	\$ 85,119	\$ 113,492	\$ 141,865	8		S-34
Fairfax County	HR Director	\$ 79,916	\$ 110,477	\$ 141,037	8	260	US-30
Loudoun County	Director, Staffing Services	\$ 95,855	\$ 117,135	\$ 138,414	8	254	Admin-Level 5
Manassas City	Director, HR	\$ 103,179	\$ 128,975	\$ 154,770	8	247	A-6
Manassas Park City	Director, HR	\$ 90,000	\$ 115,000	\$ 150,000	7.5	247	
Montgomery County	HR Director	\$ 111,379	\$ 127,608	\$ 143,623	8	261	Grade P
Prince George's County	Director of HR Operations & Staffing	\$ 107,593	\$ 132,698	\$ 157,804	8	260	Executive 3
Prince William County	Director of HR	\$ 111,228	\$ 136,797	\$ 178,489	8	250	Grade 21
Public Information Officer (Communications and Community Outreach)							
Jurisdiction	Position	Annual Salary			Hours	Days	Grade
		Min	Mid	Max			
Alexandria City	Director II, Communications	\$ 93,065	\$ 119,987	\$ 146,909	8	240	SAS-12
Arlington County	Assistant Superintendent of Community Relations	\$ 109,879	\$ 142,514	\$ 175,150	8	260	P-19
Fairfax County Government	Information Officer III	\$ 69,028	\$ 92,038	\$ 115,048	8		S-29
Fairfax County	Public Information Officer	\$ 73,872	\$ 102,121	\$ 130,370	8	260	US-28
Loudoun County	Public Information Officer	\$ 89,634	\$ 111,411	\$ 133,188	8	254	Admin-Level 4
Manassas City	Communication Coordinator	\$ 82,543	\$ 103,179	\$ 123,814	8	247	A-1
Manassas Park City ¹							
Montgomery County	Communications Director	\$ 111,379	\$ 127,608	\$ 143,623	8	261	Grade P
Prince George's County	Sr. Communications Outreach & Engagement Spec	\$ 66,393	\$ 85,915	\$ 115,331	8	260	ASASP-III 30
Prince William County	Director of Communication Services	\$ 99,143	\$ 121,931	\$ 159,092	8	250	Grade 20
Database Administrator/Engineer (Information Technology)							
Jurisdiction	Position	Annual Salary			Hours	Days	Grade
		Min	Mid	Max			
Alexandria City	Business Systems Analyst	\$ 72,919	\$ 96,927	\$ 120,934	8	240	SAS-7
Arlington County	Database Administrator	\$ 86,092	\$ 111,663	\$ 137,234	8	260	E-14
Fairfax County Government	Database Administrator III	\$ 73,826	\$ 98,434	\$ 123,043	8		S-31
Fairfax County	Database Engineer I/II	\$ 68,284	\$ 96,814	\$ 125,344	8	260	US-26/27
Loudoun County	SQL Database Administrator	\$ 52,100	\$ 75,372	\$ 98,644	8	254	Level 17
Manassas City	Coordinator, Administrative Technology	\$ 82,543	\$ 103,179	\$ 123,814	8	247	A-1
Manassas Park City	Network Engineer	\$ 60,039	\$ 82,644	\$ 120,628	7.5	247	
Montgomery County	Database Administrator III	\$ 71,722	\$ 86,088	\$ 100,119	8	261	Grade 27
Prince George's County	Database Warehouse Developer III	\$ 66,893	\$ 85,915	\$ 115,031	8	260	ASASP-III 30
Prince William County	Supervisor of Business Applications	\$ 83,378	\$ 102,545	\$ 133,798	8	250	Grade 17
Accountant/Analyst/Specialist (Financial Services)							
Jurisdiction	Position	Annual Salary			Hours	Days	Grade
		Min	Mid	Max			
Alexandria City	Senior Accountant	\$ 57,134	\$ 75,944	\$ 94,754	8	240	SAS-2
Arlington County	Financial Analyst I/II/III	\$ 55,495	\$ 84,199	\$ 112,904	8	260	E-5/7/10
Fairfax County Government	Accountant III	\$ 62,816	\$ 83,755	\$ 104,693	8		S-27
Fairfax County	Accounting Analyst II	\$ 63,118	\$ 86,163	\$ 109,208	8	260	US-24
Loudoun County	Accounting Specialist	\$ 49,926	\$ 72,166	\$ 94,407	8	254	Level 16
Manassas City	Functional Area Coordinator	\$ 62,973	\$ 86,589	\$ 110,204	8	247	S-20
Manassas Park City	Accounting Technician/Specialist	\$ 35,090	\$ 48,300	\$ 70,502	7.5	247	
Montgomery County	Senior Accountant	\$ 64,402	\$ 82,288	\$ 95,609	8	261	Grade 26
Prince George's County	Accountant II	\$ 60,223	\$ 77,921	\$ 104,605	8	260	ASASP-III 28
Prince William County	Chief Accountant	\$ 72,334	\$ 91,663	\$ 123,145	8	250	Grade 15

Notes:

¹ Manassas Park City does not have a position comparable to a Public Information Officer

² Due to the short turnaround for this information, Falls Church City Public Schools was unable to participate.