

Response to Questions on the FY 2017 Budget

Request By: Supervisors McKay and Smyth

Question: Please provide a summary of state positions that the County supplements. Also provide comparative information for other jurisdictions.

Response: The County currently supplements the salaries of Constitutional Officers as shown in the following charts. The proposed increase for the Constitutional Officers was approved by the Board on January 12, 2016 and funds are included in the FY 2017 Advertised Budget Plan.

Current – FY 2016				
	State Salary FY 2016	County Supplement %	County Supplement \$	Current Total Salary
Clerk of the Court (Frey)	\$143,035	9%	\$12,383	\$155,418
Commonwealth's Attorney (Morrogh)	\$143,757	29%	\$41,034	\$184,791
Sheriff (Kincaid)	\$148,509	8%	\$11,684	\$160,193

Recommendation – Proposed Salaries Election Cycle 2016-2020				
	State Salary FY 2016	Proposed Supplement %	Proposed Supplement \$	Proposed Total Salary
Clerk of the Court (Frey)	\$143,035	15%	\$21,455	\$164,490
Commonwealth's Attorney (Morrogh)	\$143,757	35%	\$50,315	\$194,072
Sheriff (Kincaid)	\$148,509	19%	\$28,217	\$176,726

In addition, funding of \$287,466 is included in the FY 2017 Advertised Budget Plan baseline budget to provide a 25 percent salary supplement for State Magistrates eligible to receive a supplement. According to Commonwealth of Virginia Code, Magistrate supplements may not be increased after June 30, 2008 and a supplement may not exceed 50 percent of the amount paid by the Commonwealth. New magistrates (hired after June 30, 2008) may not receive a supplement. Arlington County also provides a 25 percent supplement for eligible Magistrates; while Prince William and Loudoun are 50 percent.

Currently Fairfax County does not supplement salaries of State Clerks in the General District Court (GDC) and Juvenile and Domestic Relations District Court (JDRDC) and also does not supplement salaries in the Office of the Public Defender (OPD). As part of the FY 2017 budget process, JDRDC requested \$196,836 for their 34 State Clerks and GDC requested \$535,000 for their 81. These requests reflect 15 percent supplements.

For Local Clerk's offices (GDC and JDRDC), the following information on other jurisdictions was provided:

- Alexandria, Arlington, and Falls Church have a 15 percent local salary supplement. The Fairfax GDC entry level salary is \$34,604, so the comparable salaries in these other three jurisdictions is \$39,794 with similar benefits.

- It was also noted that Loudoun, Prince William, and Stafford Counties as well as the City of Chesapeake are “actively pursuing” local salary supplements.

As part of the FY 2014 Carryover process, the Office of the Public Defender (OPD) made a presentation to the Board requesting consideration of a pay supplement of \$220,000 for 6 months, roughly equating to a 24 percent supplement. As noted in Supervisor Cook’s Board Matter dated 1/12/16, OPD has come forward with a revised request of \$470,112 for a full year salary supplement, which would raise OPD salaries to the level of their counterparts at the Office of the Commonwealth’s Attorney. An alternate proposal totaling \$335,450 includes raises that do not result in parity for the offices, but are more modest supplements.

- Two other jurisdictions are known to provide a salary supplement to OPD – the City of Alexandria and Albemarle County, which provided supplements based on the averaged differences between salaries of their Office of the Commonwealth’s Attorney and OPD.

As part of the FY 2017 Advertised Budget Plan, the County Executive has included a placeholder of \$7.5 million to begin funding the recommendations of the Ad Hoc Police Practices Commission/Diversion First. The Board’s Public Safety Committee will identify priorities and make the final determination for allocating these funds; however, staff recommendations for allocating these funds include salary supplements for GDC and JDRDC at the 15 percent level and OPD at the level which would raise their salaries to be consistent with their counterparts at the Office of the Commonwealth’s Attorney.