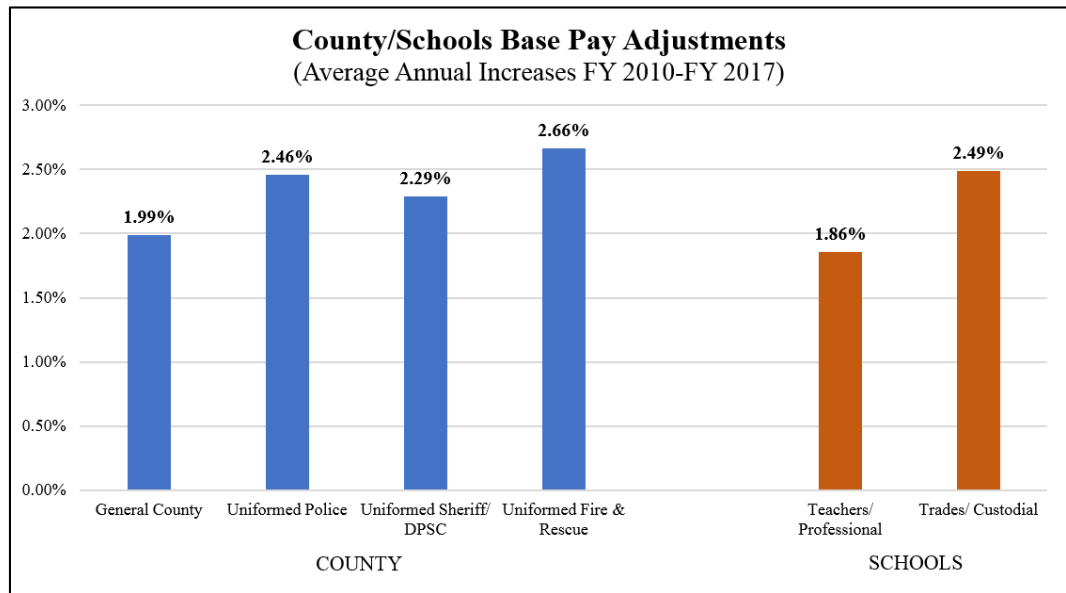


Response to Questions on the FY 2017 Budget

Request By: Supervisor Hudgins

Question: Please provide a multi-year comparison of the salary increases for County versus Fairfax County Public Schools (FCPS) employees.

Response: Average annual pay increases for County and Schools employees ranged from 1.86 percent (Teachers/Professional School employees) to 2.66% (Uniformed Fire and Rescue) from FY 2010-FY 2017. (Note: FY 2017 references increases included in the Advertised budget plans.)



The table on the following page shows base pay increases by fiscal year for County and Schools employees, broken down by the various employee groups. These increases include Market Rate/Market Scale Adjustments, step/longevity increases, performance/longevity increases, and wide-scale Market Study adjustments.

It should be noted that during this timeframe, several adjustments were made to retirement contribution rates that also impacted pay. On the County side, the employee contribution rate for the Police Retirement system was reduced in FY 2015. On the Schools side, increases in the contribution rate for the Virginia Retirement System (VRS) were made in conjunction with commensurate pay increases in FY 2013 and FY 2014. In addition, in FY 2013, an employee contribution rate reduction was implemented in the Educational Employees' Supplementary Retirement System (ERFC) plan to address equity issues between VRS/ERFC and FCERS (Fairfax County Employees' Retirement System) participants.

Specific details for each year follow the table. It should be noted that no base pay increases were given on either side in FY 2010 and FY 2011.

County/Schools Base Pay Adjustments

	COUNTY				SCHOOLS	
	General County	Uniformed Police	Uniformed Sheriff/ DPSC	Uniformed Fire & Rescue	Teachers/ Professional	Trades/ Custodial
Retirement System	FCERS	FCPRS	FCURS	FCURS	VRS/ERFC	FCERS
FY 2017	3.33%	3.58%	3.58%	3.58%	3.25%	3.25%
FY 2016	3.60%	3.35%	3.35%	3.35%	2.87%	2.87%
FY 2015	2.29%	4.89%	3.54%	6.54%	2.25%	2.25%
FY 2014	0.00%	0.35%	0.35%	0.35%	1.35%	5.00%
FY 2013	4.68%	5.48%	5.48%	5.48%	1.82%	3.25%
FY 2012	2.00%	2.00%	2.00%	2.00%	3.30%	3.30%
FY 2011	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FY 2010	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Cumulative	15.90%	19.65%	18.30%	21.30%	14.84%	19.92%
Average Annual	1.99%	2.46%	2.29%	2.66%	1.86%	2.49%

FY 2017

County: 1.33 percent Market Rate Adjustment for all employees; Performance and longevity increases averaging 2.00 percent for non-uniformed employees; Merit and longevity increases averaging 2.25 percent for uniformed public safety employees (45 percent eligible for 5 percent increase - average of 2.25 percent)

Schools: 1.00 percent Market Scale Adjustment; Merit and longevity increases averaging 2.25 percent (90 percent eligible for 2.50 percent increase - average of 2.25 percent)

FY 2016:

County: 1.10 percent Market Rate Adjustment for all employees; Performance and longevity increases averaging 2.50 percent for non-uniformed (higher because of large number of employees receiving 4.00 percent longevity with FY 2016 being the first year of implementation of the new pay plan); Merit and longevity increases averaging 2.25 percent for uniformed public safety employees (45 percent eligible for 5 percent increase - average of 2.25 percent)

Schools: 0.62 percent Market Scale Adjustment; Merit and longevity increases averaging 2.25 percent (90 percent eligible for 2.50 percent increase - average of 2.25 percent)

FY 2015:

County: 1.29 percent Market Rate Adjustment for all employees; Additional 1.00 percent increase for non-uniformed employees; Merits and longevity increases averaging 2.25 percent for uniformed public safety employees (45 percent eligible for 5 percent increase - average of 2.25 percent); Additional 3.00 percent for uniformed Fire and Rescue personnel based on market study

The employee contribution rate in the Police Officers Retirement system was reduced by 1.35 percent, from 10.00 percent to 8.65 percent.

Schools: Merit and longevity increases averaging 2.25 percent (90 percent eligible for 2.50 percent increase - average of 2.25 percent)

FY 2014:

County: No across-the-board base pay adjustments; Longevity increases averaging 0.35 percent awarded to uniformed public safety employees (7 percent eligible for 5 percent increase - average of 0.35 percent); Gross \$850 bonus awarded to all merit employees; Gross \$500 bonus awarded to all benefits-eligible (non-merit) employees

Schools: 2.00 percent Market Scale Adjustment (provided in January)

A 3.00 percent increase was provided to all employees to help offset a 3.00 percent increase in the employee contribution rate for the Virginia Retirement System. For VRS participants, because of tax implications, the net impact of the 3.00 percent shift was a decrease in net pay of 0.65 percent. It should be noted that the 3.00 percent pay increase was also provided to employees that participate in FCERS, even though they were not impacted by the VRS rate adjustment. These employees represent less than one-quarter of all Schools employees and include bus drivers, custodians, trades personnel, and food service workers.

FY 2013:

County: 2.18 percent Market Rate Adjustment for all employees; Performance adjustment of 2.50 percent (awarded in January) awarded for non-uniformed employees; Merit and longevity increases averaging 3.30 percent for uniformed public safety employees (Due to backlog of longevity awards, 66 percent eligible for 5 percent increase - average of 3.30 percent)

Schools: 1.25 percent Market Scale Adjustment

A 2.00 percent increase was provided to all employees to help offset a 2.00 percent increase in the employee contribution rate for the Virginia Retirement System. For VRS participants, because of tax implications, the net impact of the 2.00 percent shift was a decrease in net pay of 0.43 percent. The 2.00 percent pay increase was provided to employees that participate in FCERS, even though they were not impacted by the VRS rate adjustment. Additionally, the employee contribution rate was reduced by 1.00 percent for employees participating in the ERFC plan.

FY 2012:

County: 2.00 percent across-the-board adjustment provided in September to all merit employees

Schools: 1.00 percent Market Scale Adjustment; Merit and longevity increases averaging 2.30 percent (88 percent eligible for 2.60 percent increase - average of 2.30 percent)