

Response to Questions on the FY 2018 Budget

Request By: Supervisor Herrity

Question: What is the total amount of hours and cost charged for "organizational time" by county and FCPS employees since the new charging policies were put in place and the time period for those charges?

Response: The County has recognized and developed collaborative working relationships with a number of employee groups. Each of the officially-recognized Fairfax County organizations shown in the table below is allotted 480 hours per year of administrative leave to allow officers of the employee group to participate in training, conferences, meetings, events, and public hearings. Time spent by employee groups or representatives assisting a member with a grievance, when designated as the employee's representative, is in addition to and not included in the administrative leave allotment. In late 2015, requirements for the reporting of organizational activity administrative leave were updated to enhance the County's ability to track its use. Leave use is now required to be coded to internal orders that are specific to each officially-recognized organization. The table below shows the number of hours coded to the internal order for each organization and the corresponding salary cost. Data is shown for calendar year (CY) 2016, the first full year under the new requirements, and for year-to-date (YTD) calendar year 2017 through mid-April.

Organization	CY 2016		CY 2017 YTD (3.5 Months)	
	Hours	Cost	Hours	Cost
Fairfax Coalition of Police (I.U.P.A.)	68.5	\$2,624.85	43.5	\$1,645.74
Fairfax County Police Association	16.0	\$597.38	-	
Fairfax County Professional Fire and Rescue Officers Association	-		-	
Fairfax County Professional Fire Fighters and Paramedics (IAFF)	-		-	
Progressive Firefighters of Fairfax County	-		-	
Sheriffs' Association	126.0	\$6,628.71	-	
Fairfax County Black Law Enforcement Officers Association	-		2.5	\$166.12
Law Enforcement Benevolent Fund	-		-	
AFSCME-Council 30	61.5	\$2,217.59	10.0	\$360.31
Fairfax County Government Employees Union (SEIU)	167.8	\$6,795.81	48.0	\$1,922.33
Fraternal Order of Police (FOP)	112.0	\$4,360.05	30.0	\$1,311.02
Southern States Police Benevolent Association (PBA)	26.2	\$898.66	-	
Fairfax Deputy Sheriffs Union	-		-	
Total	567.5	\$23,726.94	134.0	\$5,405.52

In addition, the Employee Advisory Council (EAC) is the County-recognized employee group established by statute to represent all County employees. The EAC receives annual funding and is permitted to use administrative leave for attendance of monthly meetings, special meetings or activities, conferences, and training, as well as to serve as the designated representative for employees who have filed grievances.

Information regarding the use of organizational time by FCPS employees will be provided in a separate response from FCPS.