

## Response to Questions on the FY 2019 Budget

**Request By:** Supervisor Foust

**Question:** How many non-merit benefits-eligible employees does the County have? How long have they worked for the County? How many hours do they work?

**Response:**

Non-merit benefits-eligible positions are those positions with scheduled work hours between 1,040 and 1,560 per calendar year. Employees in non-merit benefits-eligible positions are eligible for benefits including health and dental insurance, flexible spending benefits, and participation in the deferred compensation plan. As of October 1, 2018, the County has 1,210 non-merit benefits-eligible employees working in positions such as Day Care Center Teachers in the Department of Family Services, Park and Recreation Support Assistants in the Park Authority, Substitute Relief Counselors in the Fairfax-Falls Church Community Services Board, and Administrative Assistants across multiple agencies.

Of these 1,210 non-merit benefits-eligible employees, 499 or 41.2 percent, were hired within the last year; 393 or 32.5 percent, were hired between one and three years ago; 137 or 11.3 percent, were hired between three and five years ago; and 181 or 15.0 percent, were hired more than five years ago. Staff is currently reviewing the status of non-merit benefits-eligible positions to ensure compliance with existing and new requirements to determine what status adjustment, if any, is appropriate.

Over a 12-month period, these employees combined to work a total of 1,116,203 hours. These employees worked an average of 25 hours per week that they were employed in a non-merit benefits-eligible position.