

Response to Questions on the FY 2011 Budget

Request By: Supervisor Cook

Question: On a per year basis, how much over the rate of inflation did County salaries increase from FY 2001 to FY 2008? How does this compare with (a) the private sector in Northern Virginia and (b) local government employees in other jurisdictions in the Washington, D.C. metropolitan area?

Response: Compensation increases for the various Fairfax County employee groups, the average of surrounding jurisdictions (Arlington, Alexandria, D.C., Loudoun, Montgomery, Prince George's, and Prince William), and the CPI for the Washington-Baltimore area for FY 2001-FY 2009 (the most recent year for which data is available) are shown in the table below. It should be noted that private sector data appropriate for comparative purposes is not included as available data does not include bonuses or stock options. The following data includes compensation increases only and does not include changes to fringe benefits.

	Fairfax General Employees ¹	Fairfax Fire & Rescue ²	Fairfax Police ²	Fairfax Sheriff ²	Other Jurisdictions ^{3,4}	CPI ⁵
FY 2001	5.08%	4.75%	4.75%	4.75%	5.80%	2.21%
FY 2002	5.15%	7.25%	3.25%	3.25%	6.35%	2.35%
FY 2003	5.30%	4.92%	4.92%	4.92%	5.44%	3.00%
FY 2004	4.03%	4.35%	4.35%	4.35%	4.79%	2.91%
FY 2005	4.32%	9.50%	5.23%	5.23%	4.89%	3.99%
FY 2006	4.46%	9.32%	9.32%	5.32%	5.54%	4.56%
FY 2007	4.52%	8.50%	6.50%	6.50%	6.25%	2.86%
FY 2008	5.00%	5.17%	5.17%	5.17%	5.49%	5.67%
FY 2009	5.03%	5.21%	5.21%	5.21%	4.34%	(0.88%)

¹ Actual average increases in the Pay for Performance program.

² Increases include an average 2.25% merit increment (based on 45% eligibility for a 5% increase) and Market Rate Adjustments (MRA) as follows:

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
MRA	2.50%	1.00%	2.67%	2.10%	2.98%	3.07%	4.25%	2.92%	2.96%

Additional adjustments include a 4% increase for Fire and Rescue in FY 2002, phased-in increases totaling 7.25% for Fire and Rescue in FY 2005 in place of the 2.98% MRA, a 4% increase for Fire and Rescue and Police in FY 2006 and a 2% increase for Fire and Rescue in FY 2007. Data does not include focused adjustments to certain Police classes and restructuring of Fire and Rescue pay for certain classes in FY 2000, focused adjustments for certain classes in Police, Fire and Rescue, and Sheriff in FY 2002, and focused adjustments for Fire and Rescue in FY 2003.

³ Data for other jurisdictions provided by Kennedy and Rand, COG surveys, and direct information from jurisdictions.

⁴ Private sector information was obtained from a survey through the Human Resource Association (HRA) of the National Capital Area and the U.S. Quarterly Census of Employment and Wages for Fairfax County.

	CY 2001	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007	CY 2008	CY 2009
HRA	3.85%	3.45%	3.05%	3.90%	4.10%	3.55%	3.47%	3.65%	3.20%
U.S. Census	N/A	1.6%	5.5%	4.9%	5.6%	4.2%	4.8%	3.0%	N/A

This information does not include bonuses or stock options.

⁵ Inflation information is the Consumer Price Index (CPI-U) for the Washington-Baltimore region calculated using the 12-month percentage change each July.

On a compounded basis, compensation increases during this time period for general County employee's outpaced inflation by 22.1 percent, with Sheriff employees at 24.7 percent, Police at 30.6 percent and Fire & Rescue at 46.9 percent. The average compensation increases for other surrounding jurisdictions were 31.0 percent over

inflation. Private sector increases as reported by the Human Resource Association of the National Capital Area outpaced inflation by 7.3 percent, although it is important to note that this data does not include bonuses or stock options, which may represent a significant portion of private sector performance increases. It should also be noted that inflation dropped year-over-year from July 2008 through July 2009.

Filename: 10-13-Compensation FY 2001-2008
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