



ARLINGTON COUNTY, VIRGINIA

**County Board Agenda Item
Meeting of February 12, 2011**

DATE: February 10, 2011

SUBJECT: County Board Salaries

C. M. RECOMMENDATION:

Consider the attached information on County Board salaries for County Board adoption in April of maximum pay for the period January 1, 2012 through December 31, 2015.

ISSUES: What should be the maximum pay of the County Board be for the next four years?

SUMMARY: This information is provided so the Board may consider its maximum pay over the next four years.

BACKGROUND: In January 2007, as a result of a change in legislation, the County Board took action to establish its own level of pay for the first time, in the same manner as other boards in Virginia. In accordance with that legislation, the County Board now has the opportunity to again set the maximum salary for the next four years. In setting salary the following parameters are applicable:

- The Board may set its maximum salary only once every four years. The Board's maximum salary must be established prior to July 1 of the year in which at least 40% (two) of the County Board seats are up for election. Calendar Year 2011 is the year in which two seats expire; therefore, action must be taken before July 1, 2011 for a salary change effective January 1, 2012.
- The maximum salary that the County Board actually adopts is subject to annual appropriation.
- Any differential pay for Chair of the County Board must be set in the same manner as that of the other members. There is no required or prescribed differential.
- While the County Board is not required to advertise or hold a public hearing on the change in pay, the County Board could take comment during the March 22, 2011 Public Budget Hearing

County Manager:

BMD/mjs

County Attorney:

[Signature]

Staff:

29. L.

DISCUSSION: The County primarily uses comparisons with Alexandria and Fairfax to determine competitiveness of its salary ranges. When compared with those two jurisdictions, the benchmark used is the average of the maximum of the grade for comparable classes. A chart showing salaries and statistical comparisons for Virginia, DC, and Maryland jurisdictions is attached. Other factors to consider include the impact of merit (step) increases and market payline adjustments (previously known as cost-of-living adjustments). Therefore, the Board may wish to consider salary comparisons, the impact of average employee increases on salaries over the previous four years and the projected impact of future increases so that a fair, maximum salary is set for the next four years. Salaries prior to the increase in January 2008, were \$33,723 for the Board Chairman and \$30,723 for Board Members. The salaries have not increased since January 2008.

As shown below, if County Board salaries had kept pace with the increases given to the average County employee, by FY 2012, the Chairman’s annual salary would have been at \$58,568 and Member salaries would be \$53,243.

If average performance (merit step) increases are assumed through the end of FY 2015 and no additional market payline adjustments, the Chairman’s annual salary could reach a total of \$63,071, and member salaries would reach \$57,337.

Board Salaries From 2008 (Actuals and Projected) Using Average County Employee Increases						
	Average performance (merit step) increase	Market Payline Adjustment (COLA)	Chairman Salary (actual)	Member Salary (actual)	Chairman Salary (adjusted to reflect average county employee increases)	Member Salary (adjusted to reflect average county employee increases)
January 1, 2008	Board salaries increased and set for 4 years		\$53,900	\$49,000	n/a	n/a
FY 2009	2.4%	0.0%	\$53,900	\$49,000	\$55,194	\$50,176
FY 2010	0.0%*	1.0%	\$53,900	\$49,000	\$55,746	\$50,678
FY 2011	2.5%	0.0%	\$53,900	\$49,000	\$57,139	\$51,945
FY 2012 (projected)	2.5%	0.0%	\$53,900	\$49,000	\$58,568	\$53,243

*FY 2010 was the only year without a merit step increase

FISCAL IMPACT: Each 1% increase to the Board salaries would add \$3,145 annually to the compensation budget. This includes base salary, employer retirement contributions, and Social Security and Medicare taxes.

County Board - Compensation Overview									
Jurisdiction	County Board - Chairman				County Board - Member				% Between Chairman & Member
	Jan-08	Oct-10	\$ Increase	% Increase	Jan-08	Oct-10	\$ Increase	% Increase	
Arlington	\$53,900	\$53,900	\$0	0.00%	\$49,000	\$49,000	\$0	0.00%	10.00%
Alexandria	\$30,500	\$30,500	\$0	0.00%	\$27,500	\$27,500	\$0	0.00%	10.91%
Fairfax (FFX)	\$75,000	\$75,000	\$0	0.00%	\$75,000	\$75,000	\$0	0.00%	0.00%
Loudoun	\$50,000	\$50,000	\$0	0.00%	\$41,200	\$41,200	\$0	0.00%	21.36%
Prince William (PW)	\$44,153	\$48,012	\$3,859	8.74%	\$38,768	\$42,157	\$3,389	8.74%	13.89%
<u>Average: Alexandria & FFX</u>	<u>\$52,750</u>	<u>\$52,750</u>	<u>\$0</u>	<u>0.00%</u>	<u>\$51,250</u>	<u>\$51,250</u>	<u>\$0</u>	<u>0.00%</u>	<u>5.45%</u>
<u>Average: Alexandria, Loudoun, FFX, & PW</u>	<u>\$49,913</u>	<u>\$50,878</u>	<u>\$965</u>	<u>2.19%</u>	<u>\$45,617</u>	<u>\$46,464</u>	<u>\$847</u>	<u>2.19%</u>	<u>11.54%</u>
<u>75th Percentile: Alexandria, Loudoun, FFX, & PW</u>	<u>\$56,250</u>	<u>\$56,250</u>			<u>\$49,650</u>	<u>\$50,368</u>			
DC		\$190,000				\$125,583			51.29%
Prince George		\$101,417				\$96,417			5.19%
Montgomery		\$105,603				\$96,003			10.00%
Chesterfield		\$36,876				\$33,726			9.34%
Henrico		\$55,972				\$48,671			15.00%
Richmond		\$27,000				\$25,000			8.00%
Roanoke		\$19,050				\$15,560			22.43%
Virginia Beach		\$30,000				\$28,000			7.14%
<u>Average: All Jurisdictions (VA, MD, & DC)</u>		<u>\$64,119</u>				<u>\$54,568</u>			
<u>75th Percentile: All Jurisdictions (VA, MD, & DC)</u>		<u>\$81,604</u>				<u>\$81,604</u>			