



ARLINGTON COUNTY, VIRGINIA

**County Board Agenda Item
Meeting of April 16, 2011**

DATE: April 14, 2011

SUBJECT: County Board Salaries

C. M. RECOMMENDATIONS:

Adopt a maximum annual compensation ceiling for the period of January 1, 2012, through December 31, 2015, of \$57,337 for Board members and \$63,071 for the Board Chairman.

ISSUES: What should be the maximum permitted annual compensation of the County Board be for the next four years?

SUMMARY: The table on the following page summarizes average County employee salary increases from January 1, 2008, projected through the end of 2015, and suggests maximum pay for members of the Board over the next four years. No actual salary increase within the maximum permitted compensation is being recommended, and any future salary increase would require Board action.

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

- 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 actual annual salary, that the County Board establishes and funds is subject to the limits of the maximum permitted annual compensation and to annual appropriation.
- Any differential pay for Chairman of the County Board must be set in the same manner as that of the other members. There is no required or prescribed differential.

County Manager:

BMD/mjs

County Attorney:

[Signature]

Staff: Marcy Foster

32. M.

- The County Board was not required to advertise or hold a public hearing on the change in pay. However, the County Board did advertise the issue and public comment was taken at the March 22, 2011 public budget hearing.

DISCUSSION: The Manager recommends that the Board consider prospective annual salaries that the Board may set over the next four years by reviewing adjustments that have been and will be received by the larger County employee workforce. The table below summarizes average employee increases on salaries over the previous four years and the projected impact of future increases so that a fair annual salary can be set over the next four years. County Board salaries prior to the increase in January, 2008, were \$33,805 for the Board Chairman and \$30,732 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. This is the level recommended by the Manager for adoption by the Board. The Manager is also recommending that no salary increase be included as part of the FY 2012 budget adoption.

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)
1-Jan-08	Board salaries increased and set for 4 years		\$53,900	\$49,000	n/a	n/a
FY 2009	2.40%	0.00%	\$53,900	\$49,000	\$55,194	\$50,176
FY 2010	0.0%*	1.00%	\$53,900	\$49,000	\$55,746	\$50,678
FY 2011	2.50%	0.00%	\$53,900	\$49,000	\$57,139	\$51,945
FY 2012	2.50%	0.00%	\$53,900	\$49,000	\$58,568	\$53,243
FY 2013	2.50%	0.00%	\$53,900	\$49,000	\$60,032	\$54,574
FY 2014	2.50%	0.00%	\$53,900	\$49,000	\$61,533	\$55,939
FY 2015	2.50%	0.00%	\$53,900	\$49,000	\$63,071	\$57,337

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

FISCAL IMPACT: This recommendation has no fiscal impact in FY 2012.

