



ARLINGTON COUNTY, VIRGINIA

County Board Agenda Item Meeting of April 19, 2008

DATE: April 16, 2008

SUBJECT: Fiscal Year 2009 Pay Schedule

C. M. RECOMMENDATION:

1. Approve the attached pay schedule for County employees.

ISSUE: Should the County Board approve the Fiscal Year 2009 pay schedule for County employees?

SUMMARY: The Fiscal Year 2009 pay schedule for County employees will not change from the previous fiscal year.

BACKGROUND: Annually, we analyze our total compensation package to ensure that we have a competitive, sustainable program as compared with other jurisdictions. As a result of that analysis, no adjustment is recommended to the pay plan.

DISCUSSION: This year in addition to our usual comparison of pay, we undertook an extensive analysis of our health care costs including the changes required as a result of GASB. Our recommended changes to our benefits package including health care and retirement benefits has required a substantial amount of our available budget for total compensation changes. Therefore, we are only funding step increases and are making no changes to the base pay plan.

FISCAL IMPACT: Funds for this increase are included in the Fiscal Year 2009 budget.

County Manager: _____
County Attorney: _____
Staff: Marcy Foster, Human Resources Department