

City Of Alexandria, Virginia

MEMORANDUM

DATE: APRIL 4, 2008

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER

SUBJECT: BUDGET MEMO #71: COMPARATOR JURISDICTION PAY RAISES

Councilman Krupicka requested information on the pay increases of Alexandria's comparator jurisdictions. All of the adjustments shown below are based on Proposed FY 2009 budgets. Therefore, their COLA/MRA percentages for FY 2009 could change. We will keep Council updated as we receive new information. It should be noted that Prince George's County will not release salary information until the County's labor contracts are presented to the County Council.

	General Employees		Public Safety	
	COLA/MRA	Merit (Avg.)	COLA/MRA	Merit (Avg.)
Alexandria	0.0%	3.1%	0.0%	3.1%
Arlington County	0.0%	3.0%	0.0%	3.0%
Fairfax County	0.0%	2.3%	1.48% ¹	2.5% ²
Loudoun County	1.5%	1.0%	1.5%	1.0%
Pr. William County	0.0%	3.0%	0.0%	3.0%
Montgomery County ³	4.5%	3.5%	4.0% ⁴	3.5%
Falls Church	0.0%	5.0%	0.0%	5.0%
Fairfax City	3.8% on Jan 1	3.0%	3.8% on Jan 1	3.0%
Pr. George's County	N/A	3.5%	N/A	3.5%

¹ Due to Fairfax County's fiscal situation, the MRA for Public Safety employees in Fairfax County (1.48%) is set at 50% of what the county's pay formula would provide.

² Fairfax County Public Safety pay scales are 5% for every step. The scales are shorter in length than Alexandria's and involve 1 or 2 "hold" years, so employees get either a 5% or 0% merit. The 2.5% "average" is based on this.

³ Montgomery County is looking at a combination of retirement incentives and reductions in force (RIF) to eliminate 225 funded positions. Each County department was asked to come up with a permanent 5% (3.5% for public safety) reduction in expenses. Position elimination included funded vacant jobs, but about 50 of the reductions will have incumbents. RIFs are guided by personnel policies and labor contracts but generally call for the least senior person in an affected classification in that department to be separated.

Montgomery County has its own retirement system, and will offer incentives for retirement to target employees who are already eligible, but have not retired, and those who are within two years of becoming eligible for normal retirement. A similar incentive was offered in 1994, and the monetary inducement included a year's salary. The current cash incentive (\$25,000) will be substantially less, but the final details are still being worked on.

⁴ Police will receive 4.0% increase as of July 1. Fire employees will receive 2.0% as of July 1 and 2.0% as of Jan. 1.