

Pay for Performance

Fairfax County Government
Employees Union

Compensation Philosophy

- We support the recommendation of the change to the Market Ratios Thresholds to 95% of midpoint to align with Public Safety pay plans
 - We agree this will provide consistency and equity when addressing pay competitiveness for all employees
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Compensation Philosophy Continued

- ❑ Implementation: Market Competitiveness
 - ❑ Currently comparisons are made at the 50 percentile which is lower than in the past. The comparisons should be made at the 75 percentile to assure the best employees are kept.
 - ❑ This would allow Fairfax County to continue to provide the best service possible to the citizens
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Market Rate Adjustment

- Apply the Market Rate Adjustment to all county employees salaries at the start of each fiscal year.
 - This would bring General County Employees in line with Public Safety and provide for a system that is fair to all
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Revisions

- Recommended Concepts:
 - Fixed rate adjustment of 4% applied to General County Employees salaries matching Public Safety employees
 - Correct inconsistencies in pay that currently exist not only between pay plans but also between pay grades, ethnicities and genders.
 - Correct pay compressions
 - Standardize Performance Elements
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Implementation Guidelines

- Proposed benchmarking
 - At least twenty-five percent (25%) of all county job classes need to be reviewed every year, not just the benchmark job classes
 - Result would be all job classes to be reviewed at least every four (4) years
 - This would correct the inconsistencies created by some job classes that move forward, while others are left behind.
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Pay Adjustments for General County

- ❑ The recommendation is 3% for those under mid-point and 1.5% for those over mid-point
 - ❑ We recommend the percentage of the current pay that is found to be below the midpoint be used to increase every employees salary. That will prevent current employees being held back, while new hires realize the increase.
 - ❑ Increases would be easy to understand and provide overall equity.
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Revisions Continues

- ❑ Performance Elements should be required to match Position Description
 - ❑ Standardized the point system used to calculate employees scores.
 - This point system has been adjusted year after year. This creates an unfair system as it reduces the award employees receive.
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Total Compensation Defined

- ❑ Recommendation presented is to use base pay, medical and dental insurances, basic life insurance and retirement benefits
 - ❑ Our concern that comparisons will not result in comparing of apples to apples, due to varied benefit packages and employee choices
 - ❑ Recommend comparisons be made on salaries alone
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Compensation Defined Cont'd

- ❑ Review all job classes for consistent application, including hazard pay for General County
 - ❑ Limit the amount of pay offered to new hires. Currently new hires can be offered the top range. This prevents a review of the salary range to assure the class stays within market.
 - ❑ Reward employees that perform duties beyond their grade over 90 days. Currently employees are tasked to perform beyond their grade without compensation.
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