

Now is the time for pay-for-performance reform

General county employees deliver critical public services and work hard to make Fairfax a great county for our citizens. We are committed to continued excellence on the job even during this difficult budget year. Our members understand there is no money for a raise this year, but we are asking the Board of Supervisors to reform the Pay for Performance system this year to demonstrate their commitment to employees.

Earlier this year, members of FCGEU submitted a proposal for reform that has been widely circulated and praised by employees, managers and board members alike.

We are asking the Board of Supervisors to act on our proposal this fiscal year.

Dear Chairman Bulova:

The members of FCGEU agree the Pay for Performance system for general county employees is not working as intended. The current system has a flawed mechanism for competent employees to experience salary growth. The result is a system that employees perceive as unfair and not adequately rewarding their work. We propose a new system that both rewards exceptional performance, gives employees annual wage increases and addresses employees ability to stay within the market rate as established for all other county employees. In developing a new pay system, the county should embrace employee input, transparency and accountability at all levels.

[] I am asking the Board of Supervisors to implement the FCGEU plan to reform Pay for Performance.

Name: _____

Department: _____

Dear Supervisor Gross:

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Name: _____

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