



# FY 20 BUDGET MEMO # 03

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DATE: March 28, 2019

TO: The Honorable Mayor and Members of the City Council

THROUGH: Robert Stalzer, City Manager *RA Stalzer*

FROM: Kerry Kidd, Budget Manager

SUBJECT: FY 2020 COLA & Merit increases by jurisdiction

Please see Attachment I for a regional comparison of Northern Virginia jurisdictions proposed FY 2020 merit and COLA increases.

**FY 2020 Proposed Compensation Increases**

Jurisdiction	General					Public Safety				
	Market Rate Adjustment	Steps/ Longevities	Performance/ Merit	Average Increases	Range of Increases	Market Rate Adjustment	Steps/ Longevities	Performance/ Merit	Average Increases	Range of Increases
City Of Fairfax	2.60%	0.00%	0.00%	2.60%	2.60%	2.60%	0.00%	0.00%	2.60%	2.60%
Fairfax County	1.00%	0.00%	2.00%	3.00%	1% - 5%	1.00%	2.25%	0.00%	3.25%	1% - 6%
Vienna	1.50%	0.00%	0.00%	1.50%	1.50%	1.50%	0.00%	0.00%	1.50%	1.50%
Herndon	1.30%	0.00%	2.00%			1.30%		2.00%		
Leesburg	3.00%					3.00%				
Arlington					3.25%-3.5%	5.50%		5.50%		
Alexandria				2.84%	2.3%-5%				2.84%	2% - 5%
Falls Church	3.00%					3.00%				
Loudoun County	2.00%		3.00%			2.00%		3.00%		
Manassas			3.00%	3.00%				3.00%	3.00%	