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COMMONWEALTH OF VIRGINIA  
**COUNTY OF FAIRFAX**

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**JOHN W. FOUST**  
**DRANESVILLE DISTRICT SUPERVISOR**

**BOARD MATTER**  
**Supervisor John Foust**  
**March 7, 2023**

**Compensation for Chairman and Board Members**

**Mr. Chairman**, as this Board is aware, the compensation for the Board of Supervisors has not changed since 2015, eight years ago. Per Virginia Code, the current Board cannot increase its own salary. The Board can only adjust its compensation in an election year and following a public hearing, and the change can only be applied to the next Board. Therefore, if the Board wishes to consider changing the salaries for the newly elected Board to be seated on January 1, 2024, then the current Board must hold a public hearing and vote on the matter before April 15, 2023.

County staff has compared the salaries of our Board of Supervisors to those of the governing bodies of surrounding large jurisdictions. Staff also reviewed the pay increases County employees have received since 2015, plus projected compensation increases for the next two years using a 2% MRA and an average merit increase of 2.25% for 2024-2026. The charts attached to this Board Matter show the results of these comparisons. Board members are not eligible for these county employee compensation increases. Board members also do not accrue annual or sick leave. As a result of their analysis, staff has recommended that pay for Board Members be increased up to \$140,000 annually, which is consistent both with surrounding large jurisdictions as well as what Board members' compensation would be if they had received the same pay increase County staff received since 2015.

For the Chairman's compensation, staff found that surrounding jurisdictions pay their chairmen an average of 15% more than board members. However, there is significant variation across jurisdictions, from 5% to 36%. Currently, the variation for our Chairman is just 5%. If Fairfax were to institute a 15% differential, and adopt \$140,000 annual compensation for Board members, the Chairman's compensation would be \$161,000.

It is important to consider the evolving nature and increasing demands of the jobs of Board members and Chairman of the Board of Supervisors. In addition to County-based work, the job of a Supervisor or Chairman requires participation in a growing

number of regional bodies in which most Board Members participate but are not compensated. Our constituents rightly expect us to always be available to them in this electronic era, which makes the time committed to this job more involved and complex than ever. Every Supervisor and the Chairman maintains full office hours throughout the year, and the Board meets most Tuesdays, either for Board Meetings or Committee Meetings. It is not a part-time governing body.

A reasonable compensation increase recognizes the growing responsibilities and expectations of this job and will help Fairfax County attract Board members who are able to meet those demands, reflect the age, gender, and racial diversity of our County, and who do not need to rely on outside employment or personal wealth to do so. Compensation should not be a barrier to run for, or serve in, public office.

**Therefore, Mr. Chairman,** I move that the Board of Supervisors authorize a Public Hearing to be held at 4:30 p.m. on March 21, 2023, to consider the Board's compensation as described per the requirements of VA. Code § 15.2-846. The advertisement should include a pay range of \$125,000 to \$130,000 for Board Members and \$140,000 to \$145,000 for the Chairman, both of which include a range that is lower than staff's recommendations.

**I further move** that staff develop a mechanism for any Board member who disagrees with this compensation adjustment to return any additional compensation they receive to the County.

**I further move** that staff develop a process to provide compensation comparisons every four years to future Boards, so that those Boards may have the opportunity to consider this action every four years rather than every eight years as has been prior practice.

Attachments: Chart 1: BOS Market Data  
Chart 2: BOS Salary Projections – with MRA & Merit Increase  
Chart 3: Lost Wages  
Chart 4: Chairman / Member Differential

## Chart 1: BOS Market Data – updated January 30, 2023

### Board/Council Chair

Data updated: 1/30/2023

JURISDICTION	FT or PT	# of Emp	Overall	PT only	FT only
Alexandria	PT	1	41,500	41,500	
Arlington	PT	1	83,413	83,413	
District of Columbia	FT	1	209,999		209,999
Loudoun	PT	1	86,064	86,064	
Montgomery	FT	1	161,027		161,027
Prince George's	FT	1	140,495		140,495
Prince William	PT	1	49,452	49,452	
<b>Market Average</b>			<b>110,279</b>	<b>65,107</b>	<b>170,507</b>
Fairfax	PT	1	100,000	100,000	100,000
<b>Fairfax as % of Market</b>			<b>91%</b>	<b>154%</b>	<b>59%</b>

### Board/Council Member

JURISDICTION	FT or PT	# of Emp	Overall	PT only	FT only
Alexandria	PT	6	37,500	37,500	
Arlington	PT	4	77,648	77,648	
District of Columbia	FT	12	154,437		154,437
Loudoun	PT	8	70,916	70,916	
Montgomery	FT	8	146,388		146,388
Prince George's	FT	11	133,805		133,805
Prince William	PT	7	43,422	43,422	
<b>Market Average</b>			<b>94,874</b>	<b>57,372</b>	<b>144,877</b>
Fairfax	PT	9	95,000	95,000	95,000
<b>Fairfax as % of Market</b>			<b>100%</b>	<b>166%</b>	<b>66%</b>

Chart 2 breaks out increases with just MRA (market rate adjustment), and increases with MRA and merit increases which is what every other employee received in that time period on average. To prevent stagnation of salaries over the next four-year period, we have projected increases out two years in support of a market prevalent lead/lag philosophy using an MRA of 2%, and an average merit increase of 2.25% for calendar years 2024 – 2026. This calculates to approximately \$140,000 for Board Members. This chart does not include a set differential of for the Chairman position, but does apply the same methodology to that position.

## Chart 2: BOS Salary Projections – with MRA & Merit Increase

Projected salary for BOS Chairman (with MRA)

\*Election years in yellow

FY	MRA Calculated	MRA Implemented	BOS Chairman Salary	Salary as if	
				with MRA Calculated	with MRA Implemented
2015	1.29%	2.29%	\$ 75,000		
2016	1.68%	1.10%	\$ 100,000	\$ 101,680	\$ 101,100
2017	1.33%	1.33%	\$ 100,000	\$ 103,032	\$ 102,445
2018	1.65%	0.00%	\$ 100,000	\$ 104,732	\$ 102,445
2019	2.25%	2.25%	\$ 100,000	\$ 107,089	\$ 104,750
2020	2.51%	2.10%	\$ 100,000	\$ 109,777	\$ 106,949
2021	2.06%	0.00%	\$ 100,000	\$ 112,038	\$ 106,949
2022	2.09%	1.00%	\$ 100,000	\$ 114,380	\$ 108,019
2023	4.01%	4.01%	\$ 100,000	\$ 118,966	\$ 112,350
2024	5.44%	2.00%		\$ 125,438	\$ 114,597
2025 <sup>1)</sup>	2.00%	2.00%		\$ 127,947	\$ 116,889
2026 <sup>1)</sup>	2.00%	2.00%		\$ 130,506	\$ 119,227
<b>Increase % over \$100,000</b>					<b>19%</b>

Projected salary for BOS Chairman (with MRA, and Merit Increase)

Average Merit Increase %			With Overall <sup>2)</sup> Merit Increase %	
Public Safety	General Employees	Overall	with MRA Calculated	with MRA Implemented
2.25%	0.00%	1.13%		
2.25%	2.50%	2.38%	\$ 104,095	\$ 103,501
2.25%	2.00%	2.13%	\$ 107,721	\$ 107,106
2.25%	2.00%	2.13%	\$ 111,825	\$ 109,382
2.25%	2.00%	2.13%	\$ 116,771	\$ 114,220
2.25%	2.00%	2.13%	\$ 122,245	\$ 119,097
0.00%	0.00%	0.00%	\$ 124,764	\$ 119,097
0.00%	0.00%	0.00%	\$ 127,371	\$ 120,288
5.30%	2.15%	3.73%	\$ 137,414	\$ 129,772
		2.25%	\$ 148,149	\$ 135,346
		2.25%	\$ 154,512	\$ 141,159
		2.25%	\$ 161,148	\$ 147,221
				<b>47%</b>

Projected salary for BOS Members (with MRA)

\*Election years in yellow

FY	MRA Calculated	MRA Implemented	BOS Member Salary	Salary as if	
				with MRA Calculated	with MRA Implemented
2015	1.29%	2.29%	\$ 75,000		
2016	1.68%	1.10%	\$ 95,000	\$ 96,596	\$ 96,045
2017	1.33%	1.33%	\$ 95,000	\$ 97,881	\$ 97,322
2018	1.65%	0.00%	\$ 95,000	\$ 99,496	\$ 97,322
2019	2.25%	2.25%	\$ 95,000	\$ 101,734	\$ 99,512
2020	2.51%	2.10%	\$ 95,000	\$ 104,288	\$ 101,602
2021	2.06%	0.00%	\$ 95,000	\$ 106,436	\$ 101,602
2022	2.09%	1.00%	\$ 95,000	\$ 108,661	\$ 102,618
2023	4.01%	4.01%	\$ 95,000	\$ 113,018	\$ 106,733
2024	5.44%	2.00%		\$ 119,166	\$ 108,868
2025 <sup>1)</sup>	2.00%	2.00%		\$ 121,550	\$ 111,045
2026 <sup>1)</sup>	2.00%	2.00%		\$ 123,981	\$ 113,266
<b>Increase % over \$95,000</b>					<b>19%</b>

Projected salary for BOS Members (with MRA, and Merit Increase)

Average Merit Increase %			With Overall <sup>2)</sup> Merit Increase %	
Public Safety	General Employees	Overall	with MRA Calculated	with MRA Implemented
2.25%	0.00%	1.13%		
2.25%	2.50%	2.38%	\$ 98,890	\$ 98,326
2.25%	2.00%	2.13%	\$ 102,335	\$ 101,751
2.25%	2.00%	2.13%	\$ 106,234	\$ 103,913
2.25%	2.00%	2.13%	\$ 110,932	\$ 108,509
2.25%	2.00%	2.13%	\$ 116,133	\$ 113,142
0.00%	0.00%	0.00%	\$ 118,526	\$ 113,142
0.00%	0.00%	0.00%	\$ 121,003	\$ 114,273
5.30%	2.15%	3.73%	\$ 130,543	\$ 123,283
		2.25%	\$ 140,742	\$ 128,578
		2.25%	\$ 146,786	\$ 134,101
		2.25%	\$ 153,091	\$ 139,860
				<b>47%</b>

<sup>1)</sup> Projected MRA of 2% and Merit Increase of 2.25% is used for FY2025 and FY2026 projection

<sup>2)</sup> Average Merit Increase for General Employees and average Merit Increase for Public Safety employees are blended to derive Overall Merit Increase %

### Chart 3: Lost Wages

Projected salary for BOS Chairman (with MRA)

\*Election years in yellow

FY	BOS Chairman Salary	Salary as if	
		with MRA Calculated	with MRA Implemented
2015	\$ 75,000		
2016	\$ 100,000	\$ 101,680	\$ 101,100
2017	\$ 100,000	\$ 103,032	\$ 102,445
2018	\$ 100,000	\$ 104,732	\$ 102,445
2019	\$ 100,000	\$ 107,089	\$ 104,750
2020	\$ 100,000	\$ 109,777	\$ 106,949
2021	\$ 100,000	\$ 112,038	\$ 106,949
2022	\$ 100,000	\$ 114,380	\$ 108,019
2023	\$ 100,000	\$ 118,966	\$ 112,350
2024 <sup>1)</sup>		\$ 125,438	\$ 118,462

Lost Wages	
over MRA Calculated	over MRA Implemented
\$ 1,680	\$ 1,100
\$ 3,032	\$ 2,445
\$ 4,732	\$ 2,445
\$ 7,089	\$ 4,750
\$ 9,777	\$ 6,949
\$ 12,038	\$ 6,949
\$ 14,380	\$ 8,019
\$ 18,966	\$ 12,350
<b>TTL \$ 71,695</b>	<b>\$ 45,007</b>

Projected salary for BOS Members

\*Election years in yellow

FY	BOS Member Salary	Salary as if	
		with MRA Calculated	with MRA Implemented
2015	\$ 75,000		
2016	\$ 95,000	\$ 96,596	\$ 96,045
2017	\$ 95,000	\$ 97,881	\$ 97,322
2018	\$ 95,000	\$ 99,496	\$ 97,322
2019	\$ 95,000	\$ 101,734	\$ 99,512
2020	\$ 95,000	\$ 104,288	\$ 101,602
2021	\$ 95,000	\$ 106,436	\$ 101,602
2022	\$ 95,000	\$ 108,661	\$ 102,618
2023	\$ 95,000	\$ 113,018	\$ 106,733
2024 <sup>1)</sup>		\$ 119,166	\$ 112,539

Lost Wages	
over MRA Calculated	over MRA Implemented
\$ 1,596	\$ 1,045
\$ 2,881	\$ 2,322
\$ 4,496	\$ 2,322
\$ 6,734	\$ 4,512
\$ 9,288	\$ 6,602
\$ 11,436	\$ 6,602
\$ 13,661	\$ 7,618
\$ 18,018	\$ 11,733
<b>TTL \$ 68,110</b>	<b>\$ 42,757</b>

**Chart 4: Chairman / Member Differential**

<b>Jurisdiction</b>	<b>Chairman</b>	<b>Member</b>	<b>Differential</b>
Alexandria	\$41,500	\$37,500	11%
Arlington	\$83,413	\$77,648	7%
District of Columbia	\$209,999	\$154,437	36%
Loudoun	\$86,064	\$70,916	21%
Montgomery	\$161,027	\$146,388	10%
Prince George's	\$140,495	\$133,805	5%
Prince William	\$49,452	\$43,422	14%
<b>Average</b>			<b>15%</b>
<b>Fairfax</b>	<b>\$100,000</b>	<b>\$95,000</b>	<b>5%</b>