



To the Fairfax County Board of Supervisors:

The County is planning on using over two million dollars of the carryover budget to regrade positions for executives, directors, and other top management. While the general workforce hasn't had their pay plan fully funded for six out of the last nine years, those at the top are *all* getting raises—as much as \$17,000 each on top of their 2022 market rate adjustment *and* merit increase. This will only make pay inequity in Fairfax County worse.

In the past, the County has refused to use carryover funds for worker salaries, claiming non-recurring funds could not be used for recurring expenses like raises. This year, however, the County Executive and Department of Human Resources have chosen to provide raises to those at the very top. The reasoning behind this is to “maintain market competitiveness.” Yet, every department in Fairfax County has seen drastic reductions in staffing levels in recent years, while many other positions have been privatized across the county.

The County Executive has justified these raises by saying that they have already looked out for workers who are below S-30. Sporadic salary benchmarking reviews and the funding of the union pay plan for the first time in three years, however, are not enough to substantially address staffing shortages and wage compression. These funds exist due to the County's history of underpaying workers, uncompetitive wages across the board, especially in the lower grades and limited term positions, and boosted attrition rates brought on by the pandemic. Hiring delays only worsen and contribute to wage compression.

What is the use of focusing on managerial retention when there is nobody left to manage?

We, employees of Fairfax County, are calling for:

- Transparency around the use of the carryover funds, specifically why it is being allocated towards the Executive and Managerial Benchmark Compensation;
- Funds be allocated to all county employees to for in-grade adjustments to relieve wage compression and address staffing shortages; and
- Fairfax County employees to be engaged in the discussion on future benchmark studies.

Fairfax County employees deserve transparency and accountability. We need an end to policies that leave workers behind.