



Fiscal Affairs Advisory Commission
Report to the County Board

FY 2023 Proposed Budget

Budget Area:	COMPENSATION
FAAC Reviewers:	Thelma Askey, John Tuohy, Brian Sigritz
Date of FAAC Action:	24 March 2022
Presented By:	Peter Robertson, FAAC Chairman

FAAC Opinion:

FAAC Recommendation #1			
FAAC recommends the County Board adopt the County Manager's proposed budget for compensation recommendations included in the FY 2023 Proposed Budget			
Vote	Yes: 7	No: 1	Abstain: 0
Comments			

Future Considerations

1. The FY 2023 Budget, if approved, will include for the first time the full implementation of the Kelly Day for the Arlington County Fire Department, which reduces a firefighter's average workweek from 56 hours to 50 hours per week. In anticipation of this full implementation, additional Fires employees have been added during preceding years. FAAC is interested in data and analysis concerning this implementation process and the subsequent impact of Kelly Day on service delivery and public safety. FAAC looks forward to information on Kelly Day effectiveness during the next budget cycle.
2. Although compensation increases included in the FY 2023 Proposed Budget seem high, FAAC accepts the Manager's justifications, factoring in the impact of COVID, inflation, a shrinking and increasingly competitive labor market, and difficult retention issues. Unlike some nearby jurisdictions, Arlington County has opted for directly addressing compensation increases, providing more accountability and flexibility, rather than automatic increases tied to inflation. FAAC is also mindful of the serious impacts on Arlington family responsibilities and family budgets during the past two years because of the impact of COVID-19. While the compensation increases for this budget cycle are

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understandable and supported by FAAC, we hope that during the next budget cycle it will be possible to return to more historic levels of compensation changes.