



Angeia D. Alsobrooks
County Executive

PRINCE GEORGE'S COUNTY GOVERNMENT
OFFICE OF MANAGEMENT AND BUDGET

February 14, 2019

MEMORANDUM

TO: David H. Van Dyke
County Auditor

THRU: Stanley A. Earley, Director *SAE*
Office of Management and Budget

FROM: Melinda M. Boiling, Acting Director
Department of Permitting, Inspections and Enforcement

RE: FY 2019 Mid-Year Budget Review Questions --Department of Permitting & Inspections Enforcement

OPERATING BUDGET

1. Please identify, quantify, and explain expected or possible instances where categories of expenditures are expected to exceed authorized FY 2019 expenditure levels. What conditions, factors, and trends are driving these higher than expected levels of expenditures?

<u>Account</u>	<u>FY19 Approved</u>	<u>FY19 Projection</u>
Overtime Compensation(500020)	\$216,000	\$415,000

Comment: Significant portion of overtime is used during the Spring season for cutting tall grass, board ups and clean ups. Overage will be offset by salary lapse.

<u>Account</u>	<u>FY19 Approved</u>	<u>FY19 Projection</u>
Leave payout(500070)	\$0	\$199,313

Comment: Although leave payouts are not budgeted, the agency has experienced a significant amount of turnover, as indicated by the leave payout.

Wayne K. Curry Administration Building, 1301 McCormick Drive, Largo, MD 20774
(301) 952-3300



www.princegeorgescountymd.gov

2. Please identify, quantify, and explain expected or possible instances where categories of expenditures are expected to be significantly lower than authorized FY 2019 expenditure levels. What conditions, factors, and trends are driving these lower than expected levels of expenditures?

N/A

3. Does the Department expect that a supplemental budget request may be necessary for FY 2019? If so, how much does the Department expect to request?

No, the Agency is utilizing funds within the approved budget and does not anticipate any supplemental budget requests.

STAFFING

4. Of the Department's 289 full-time authorized General Fund positions for FY 2019, how many are currently vacant?

As of February 4, 2019, DPIE has thirty-seven (37) vacancies.

5. Is the Department actively recruiting for these vacant positions? Please discuss the challenges the Department is facing in recruiting and filling these positions?

Yes, the Department is actively recruiting to fill vacant positions. The inability to fill vacant positions in a timely manner affects the Department's ability to adequately respond to increasing service demands and emergencies on a timely basis. In addition, the attrition of staff to assume higher paying positions in other jurisdictions creates a void and the County loses staff institutional knowledge.

6. Please discuss the impact the vacant positions have had or is having on the Department's operations.

There are several factors where vacant positions impact the Department's operations:

- **Services to residents, the development community and their engineers are not delivered in a timely basis;**
- **Plan review timeframes in the Site/Road Plan Review Division have increased, from four weeks to six weeks; and for projects associated with the Building Plan Review Division (Structural, Fire and Electrical), the review timeframes have increased from four to six weeks to possibly exceeding eight weeks;**

- Hired contractual workers to assist with work demands and backlogs which has been very costly;
- Increased overtime costs due to inspection demands;
- Increased work load causes a strain on staff; therefore, high usage of sick and annual leave which decreases productivity and employee motivation; and
- Quality of work decreases.

7. Please complete the following table on retirement eligibility:

Personnel Eligible to Retire, FY 2019 - FY 2022		
Timeframe	# of Personnel Eligible to Retire	# of Personnel Eligible to Retire (cummulative)
By June 30, 2019	18	18
By June 30, 2020	8	26
By June 30, 2021	9	35
By June 30, 2022	59	94
TOTAL FY 2019-FY 2022	94	94

8. Please detail and discuss the Departments ability to offer competitive salary structures compared to surrounding jurisdictions, and the impact on the Department's recruitment and retention efforts. Please provide specific job areas that are most impacted and provide details on how the Department is currently addressing or plans to address the issue(s).

The Department's recruitment and retention efforts to offer competitive salary structures to selected candidates have been very challenging.

For example, the Site/Road Plan Review Division, attempted to hire highly qualified engineer from Calvert County who was interested in joining the County due to the challenging nature of the job and a much shorter commute. DPIE offered the candidate a salary similar to internal DPIE engineers, which the candidate declined, to alleviate salary compression. This same division has experienced a high turnover of engineers to other jurisdictions and private companies that offered them higher salaries compared to their salary with the County.

Another instance is the entry salary for Property Standards Inspectors class of

work in the Enforcement Division. The salaries for these positions remains low, when compared to comparable positions at neighboring local jurisdictions. The turnover rate for the Inspector I/II position is high. Once an Inspector is hired, they receive training and within two years, they take advantage of receiving a higher salary, and in some cases, better benefits from a neighboring jurisdiction, performing similar or like work.

High turnover is a recurring experience for the Construction Standards Inspectors in the Inspections Division. A classification study request was sent to OHRM on October 30, 2018.

This trend will continue if salary schedules are not adjusted to compete with neighboring jurisdictions and private companies.

WORKLOAD AND PROGRAM IMPACT

9. Please identify any other factors, trends, and conditions that have affected workloads and describe the impact they have had on the Department. What additional measures are being planned or considered in FY 2019 to ensure the continuity of services consistent with the Department's mission and core functions? Please also discuss in detail the following areas:
 - a. The impact of technology integration;

The County's increasing economic growth impacts the Building Plan Review and Licensing Division's customers, who expect an expeditious permitting process. Therefore, technology integration is extremely important in improving customer service by: (1) reducing paper design submissions, (2) acquiring electronic file storage/space, (3) having the ability to upgrade existing software, as applicable, (4) requiring OIT to provide DPIE's Information Technology staff access to utilize OIT's Easy Vista Tracking System to address response times and obtain documentation of problems for future reference and (5) developing and implementing the new County-wide Permitting and Licensing System.

- b. Code enforcement efforts and challenges;

DPIE's Enforcement Division increased its code enforcement efforts. In the past year, Community Outreach, Information and Education efforts included: speaking to community groups, attending civic and homeowner's association meetings and meeting with commercial property owners with information about property standards, commercial and zoning regulations in the County. The goal of this initiative helps citizens maintain compliance as well as respond to their increasing concerns, in a timely manner. We have also

assigned four (4) Property Standards Inspectors to the Transforming Neighborhoods Initiative (TNI) whose sole responsibility is to oversee the six designated TNI areas in the County. The challenge is maintaining our normal duties of inspections, re-inspections, managing and maintaining multi-family housing, single family rental housing, Court Ordered Inspections, Court Ordered Clean-Ups, and Court prosecutions in addition to our Community Outreach work with a staffing complement for Property Standards Inspectors that has increased by 1 position in the last five years.

- c. Permitting and third-party review as it relates to large projects, residents, and small businesses;

Currently, there is only one Third-Party Plan Review company that performs plan review on large projects. However, there are many Peer Reviewers that also perform plan review of large projects. Many large projects, i.e., Bevard Subdivision, the Woodmore Town Center Medical Office Building, the Boulevard at Capital Center Redevelopment, Prince George's County University of Maryland Medical Services Hospital Center and New Carrollton Urban Atlantic, have been approved in an expedited manner using Peer Review and Third-Party Review. Peer review is required for projects built by agencies, such as the Prince George's County Public Schools, Maryland-National Capital Park and Planning Commission and Office of Central Services.

Building permit applications for small residential and commercial projects, which fall under Tenant fit-out guidelines, are reviewed as walk-thru in the Permit Center. Projects that fall outside the scope of the walk-thru process, are filed for review. In October 2018, DPIE implemented a new process and case type, "INFILL", for residents planning to construct a new single-family home in an infill lot. This method simplifies and streamlines processing these cases.

DPIE also plans to open a Home Owner Counter in FY2019 to strictly serve home owners that require building permits for their single-family homes. This counter will be a single point of service located on the 1st floor in the Home Owner Mega-Suite at 9400 Peppercorn Place.

- d. Issues and successes of implementing new legislation (short term rental, noise, etc.); and,

The Short-Term Rental Legislation becomes effective November 2019. The number of additional staff allotted will determine the structure, duties, and responsibilities for this unit and/or service.

- e. The status of, and update on the implementation of the Adjudication Hearing Program.

The Administrative Hearing Unit began adjudicating citations on August 1, 2018, with four (4) DPIE Property Standards Inspectors issuing citations in targeted jurisdictions. The Office of Law and the Administrative Hearing Unit solidified a process where default orders and hearing decisions will be forwarded to the Office of Law, which would thereafter be submitted to the district court for judicial enforcement on a separate docket. Two hearing rooms have been constructed on the 5th floor at 9400 Peppercorn Place. The hearing rooms include a recording system for appeals purposes, monitors for the presentation of evidence, and numerous other technical capabilities. Currently, all hearings requested have been held within thirty days of the request. Hearings are being held weekly. The expectation is that more inspectors will be issuing citations in the coming months, which may possibly increase the number of hearings.

An Administrative Hearing Data Management System is currently being developed by Motorola. In the interim, a manual process has been solidified for the hearings.

10. Please discuss how the \$25,000 in additional funding provided by the County Council in the FY 2019 approved budget was expended, or is planned to be expended, for the purchase of noise meters and related staff training.

Currently, the Department has obtained a purchase order for \$16,200 for the sound technician. There is no scheduled training for staff and no plans to purchase any additional sound meters.

11. Please provide a comparison of the County's DPIE scale and size, as compared to other local jurisdictions.

Department	County/Jurisdiction	Number of Employees	Attachment Reference Number
DPIE	Prince George's	289	1
Department of Consumer and Regulatory Affairs (DCRA)	Washington, D.C.	451	2
Department of Code Administration	Alexandria (City)	42	3
Department of Permitting	Montgomery	214	4

Attachment #1

1. SCHEDULED PAY RATES

SALARY SCHEDULE G

SCHEDULE OF PAY GRADES- GENERAL SCHEDULE
EFFECTIVE JANUARY 6, 2019
PRINCE GEORGES COUNTY, MARYLAND

GRADE		MINIMUM	MAXIMUM
G01	HOURLY	11.8473	23.0501
	BIWEEKLY	947.78	1844.00
	ANNUAL	24,642	47,944
G02	HOURLY	11.8473	23.0501
	BIWEEKLY	947.78	1844.00
	ANNUAL	24,642	47,944
G03	HOURLY	11.8473	23.0501
	BIWEEKLY	947.78	1844.00
	ANNUAL	24,642	47,944
G04	HOURLY	11.8473	23.0501
	BIWEEKLY	947.78	1844.00
	ANNUAL	24,642	47,944
G05	HOURLY	11.8473	23.0501
	BIWEEKLY	947.78	1844.00
	ANNUAL	24,642	47,944
G06	HOURLY	11.8473	23.0501
	BIWEEKLY	947.78	1844.00
	ANNUAL	24,642	47,944

GRADE		MINIMUM	MAXIMUM
G07	HOURLY	11.9124	23.1768
	BIWEEKLY	952.99	1854.15
	ANNUAL	24,778	48,208
G08	HOURLY	12.5080	24.3353
	BIWEEKLY	1000.64	1946.82
	ANNUAL	26,017	50,617
G09	HOURLY	13.1334	25.5523
	BIWEEKLY	1050.67	2044.19
	ANNUAL	27,318	53,149
G10	HOURLY	13.7900	26.8297
	BIWEEKLY	1103.20	2146.37
	ANNUAL	28,683	55,806
G11	HOURLY	14.4796	28.1713
	BIWEEKLY	1158.37	2253.70
	ANNUAL	30,118	58,596
G12	HOURLY	15.2037	29.5800
	BIWEEKLY	1216.30	2366.40
	ANNUAL	31,624	61,526
G13	HOURLY	15.9635	31.0589
	BIWEEKLY	1277.08	2484.71
	ANNUAL	33,204	64,603

GRADE		MINIMUM	MAXIMUM
G14	HOURLY	16.7617	32.6121
	BIWEEKLY	1340.93	2608.96
	ANNUAL	34,864	67,833
GIS	HOURLY	17.6000	34.2425
	BIWEEKLY	1408.00	2739.40
	ANNUAL	36,608	71,224
G16	HOURLY	18.4803	35.9544
	BIWEEKLY	1478.42	2876.35
	ANNUAL	38,439	74,785
G17	HOURLY	19.4037	37.7519
	BIWEEKLY	1552.29	3020.15
	ANNUAL	40,360	78,524
GIS	HOURLY	20.3743	39.6403
	BIWEEKLY	1629.94	3171.22
	ANNUAL	42,379	82,452
G19	HOURLY	21.3930	41.6220
	BIWEEKLY	1711.44	3329.76
	ANNUAL	44,497	86,574
G20	HOURLY	22.4624	43.7028
	BIWEEKLY	1797.00	3496.23
	ANNUAL	46,722	90,902

Attachment #2

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: 2019 Service Code Definition: Technical and Paraprofessional

Effective Date: October 14, 2018 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: C-S
 Peoplesoft Schedule: 050078
 X02

%Increase: 2.0%

Resolution Number: R29-0582

Date of Resolution:

Grade	Steps											Between Steps
	1	2	3	4	5	6	7	8	9	10		
5 \$	36,153	37,412	38,671	39,930	41,189	42,448	43,707	44,966	46,225	47,484		1,259
6 \$	40,058	41,454	42,850	44,246	45,642	47,038	48,434	49,830	51,226	52,622		1,396
7 \$	44,389	45,931	47,473	49,015	50,557	52,099	53,641	55,183	56,725	58,267		1,542
8 \$	48,746	50,299	51,852	53,405	54,958	56,511	58,064	59,617	61,170	62,723		1,553
9 \$	53,620	55,333	57,046	58,759	60,472	62,185	63,898	65,611	67,324	69,037		1,713
10 \$	58,823	60,709	62,595	64,481	66,367	68,253	70,139	72,025	73,911	75,797		1,886
11 \$	64,603	66,679	68,755	70,831	72,907	74,983	77,059	79,135	81,211	83,287		2,076

UDC AFSCME Union Administrative Employees

FY2019
 Effective Date October 1, 2018
 Union/Non Union Union
 Peoplesoft Plan Schedule DS0095
 Percentage Increase 2%
 Resolution # R29-0582

		2	3	4	5	6	7	8	Step Increment
1A	\$	197,466							
2A	\$	144,878	\$ 154,032	\$ 158,609	\$ 163,186	\$ 167,763	\$ 172,340	\$ 176,917	\$ 4,577
28	\$	135,644	\$ 144,638	\$ 149,135	\$ 153,632	\$ 158,129	\$ 162,626	\$ 167,123	\$ 4,497
03	\$	114,546	\$ 123,546	\$ 128,046	\$ 132,546	\$ 137,046	\$ 141,546	\$ 146,046	\$ 4,500
04	\$	101,574	\$ 109,358	\$ 113,250	\$ 117,142	\$ 121,034	\$ 124,926	\$ 128,818	\$ 3,892
05	\$	90,717	\$ 97,601	\$ 101,043	\$ 104,485	\$ 107,927	\$ 111,369	\$ 114,811	\$ 3,442
06	\$	85,335	\$ 92,029	\$ 95,376	\$ 98,723	\$ 102,070	\$ 105,417	\$ 108,764	\$ 3,347
07	\$	77,079	\$ 83,035	\$ 86,013	\$ 88,991	\$ 91,969	\$ 94,947	\$ 97,925	\$ 2,978
08	\$	70,086	\$ 75,452	\$ 78,135	\$ 80,818	\$ 83,501	\$ 86,184	\$ 88,867	\$ 2,683
09	\$	58,780	\$ 63,286	\$ 65,539	\$ 67,792	\$ 70,045	\$ 72,298	\$ 74,551	\$ 2,253
10	\$	53,340	\$ 57,460	\$ 59,520	\$ 61,580	\$ 63,640	\$ 65,700	\$ 67,760	\$ 2,060
11	\$	48,786	\$ 52,444	\$ 54,273	\$ 56,102	\$ 57,931	\$ 59,760	\$ 61,589	\$ 1,829
12	\$	44,505	\$ 47,915	\$ 49,620	\$ 51,325	\$ 53,030	\$ 54,735	\$ 56,440	\$ 1,705
13	\$	40,356	\$ 43,428	\$ 44,964	\$ 46,500	\$ 48,036	\$ 49,572	\$ 51,108	\$ 1,536
14	\$	36,391	\$ 39,225	\$ 40,642	\$ 42,059	\$ 43,476	\$ 44,893	\$ 46,310	\$ 1,417
15	\$	31,421	\$ 33,783	\$ 34,964	\$ 36,145	\$ 37,326	\$ 38,507	\$ 39,688	\$ 1,181

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)

Fiscal Year: 2019 Service Code Definition: Professional and Scientific

Effective Date: October 14, 2018 Series:

Union/Nonunion: Union Affected CBU/Service Code(s):

Pay Plan/Schedule: CS
 Peoplesoft Schedule: 050077
 X01
 % Increase: 2.0%

Resolution Number: K29-0262

Date of Resolution:

Grade	Steps										e ween Steps
	2	3	4	5	6	7	8	9	10		
9 \$	53,620	55,333	57,046	58,759	60,472	62,185	63,898	65,611	67,324	69,037	1,713
10 \$	58,823	60,709	62,595	64,481	66,367	68,253	70,139	72,025	73,911	75,797	1,886
11 \$	64,603	66,679	68,755	70,831	72,907	74,983	77,059	79,135	81,211	83,287	2,076
12 \$	79,930	82,412	84,894	87,376	89,858	92,340	94,822	97,304	99,786	102,268	2,482
13 \$	92,093	95,046	97,999	100,952	103,905	106,858	109,811	112,764	115,717	118,670	2,953
14 \$	108,847	112,334	115,821	119,308	122,795	126,282	129,769	133,256	136,743	140,230	3,487

District of Columbia Government Salary Schedule: Management Supervisory Service (MSS)



Fiscal Year: 2019 Service Code Definition:

Effective Date: October 14, 2018

Union/Nonunion: Non-union Affected CBU/Service Code MSS A51, MSS A53, MSS A65, XAA A51

Pay Plan/Schedule: MS
Peoplesoft Schedule: 050086

%Increase: 2%

Resolution Number: R29-0582

Date of Resolution:

Grade	MINIMUM		MAXIMUM
11 \$	67,093	\$ 80,512	\$ 93,930
12 \$	79,169	\$ 95,003	\$ 110,837
13 \$	91,045	\$ 109,253	\$ 127,462
14 \$	104,702	\$ 125,642	\$ 146,582
15 \$	116,219	\$ 139,462	\$ 162,705
16 \$	128,962	\$ 154,753	\$ 180,544

District of Columbia Government Salary Schedule: Career Service (General)

Fiscal Year:	2018	Service Code Definition:	Career Service (General)
Effective Date:	October 14, 2018		
Union/Nonunion:	Non-union	Affected CBU/Service Code(s):	XAA A01, XAA A06, XAA A90, XAA A93, XAA C88, XAA A03, XAA A 15, XAA A22, DOC A01, DOC A06, DOC A15, XAA A 10, XAB A 10, XFA A01, XAA A21
Pay Plan/Schedule: Peoplesoft Schedule:	CS 050087		
%Increase:	2%		
Resolution Number:	R29-0582		
Date of Resolution:		Step	Between

Grade	1	2	3	4	5	6	7	8	9	10	Ste s
1 \$	25,106 \$	25,950 \$	26,794 \$	27,638 \$	28,482 \$	29,326 \$	30,170 \$	31,014 \$	31,858 \$	32,702 \$	844
2 \$	27,035 \$	27,983 \$	28,931 \$	29,879 \$	30,827 \$	31,775 \$	32,723 \$	33,671 \$	34,619 \$	35,567 \$	948
3 \$	29,470 \$	30,492 \$	31,514 \$	32,536 \$	33,558 \$	34,580 \$	35,602 \$	36,624 \$	37,646 \$	38,668 \$	1,022
4 \$	30,908 \$	31,958 \$	33,008 \$	34,058 \$	35,108 \$	36,158 \$	37,208 \$	38,258 \$	39,308 \$	40,358 \$	1,050
5 \$	33,433 \$	34,595 \$	35,757 \$	36,919 \$	38,081 \$	39,243 \$	40,405 \$	41,567 \$	42,729 \$	43,891 \$	1,162
6 \$	37,031 \$	38,323 \$	39,615 \$	40,907 \$	42,199 \$	43,491 \$	44,783 \$	46,075 \$	47,367 \$	48,659 \$	1,292
7 \$	41,039 \$	42,465 \$	43,891 \$	45,317 \$	46,743 \$	48,169 \$	49,595 \$	51,021 \$	52,447 \$	53,873 \$	1,426
8 \$	45,068 \$	46,504 \$	47,940 \$	49,376 \$	50,812 \$	52,248 \$	53,684 \$	55,120 \$	56,556 \$	57,992 \$	1,436
9 \$	49,570 \$	51,155 \$	52,740 \$	54,325 \$	55,910 \$	57,495 \$	59,080 \$	60,665 \$	62,250 \$	63,835 \$	1,585
10 \$	54,388 \$	56,131 \$	57,874 \$	59,617 \$	61,360 \$	63,103 \$	64,846 \$	66,589 \$	68,332 \$	70,075 \$	1,743
11 \$	59,727 \$	61,647 \$	63,567 \$	65,487 \$	67,407 \$	69,327 \$	71,247 \$	73,167 \$	75,087 \$	77,007 \$	1,920
12 \$	73,906 \$	76,199 \$	78,492 \$	80,785 \$	83,078 \$	85,371 \$	87,664 \$	89,957 \$	92,250 \$	94,543 \$	2,293
13 \$	85,149 \$	87,878 \$	90,607 \$	93,336 \$	96,065 \$	98,794 \$	101,523 \$	104,252 \$	106,981 \$	109,710 \$	2,729
14 \$	100,639 \$	103,862 \$	107,085 \$	110,308 \$	113,531 \$	116,754 \$	119,977 \$	123,200 \$	126,423 \$	129,646 \$	3,223

MINIMUM
106,802
129,476

MIDPOINT
\$ 128,765
\$ 161,976

MAXIMUM
\$ 150,726
\$ 194,475

OPEN RANGE
OPEN RANGE

Attachment #3

City of Alexandria, VA
 General Salary Pay Scale (Non-VRS Participating Employees)- FY 2019
 Annual Salary

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Annual Salary	31,211.20	31,492.50	32,061.04	33,386.60	34,691.84	36,256.66	37,821.48	39,386.30	41,051.12	42,715.94	44,380.76	46,045.58	47,710.40	49,375.22	51,040.04	52,704.86	54,369.68	56,034.50	57,699.32	59,364.14	61,028.96	62,693.78	64,358.60	66,023.42	67,688.24	69,353.06	71,017.88	72,682.70	74,347.52	76,012.34	77,677.16	79,341.98	81,006.80	82,671.62	84,336.44	86,001.26	87,666.08	89,330.90	90,995.72	92,660.54	94,325.36	95,990.18	97,654.99	99,319.81	100,984.63	102,649.45	104,314.27	105,979.09	107,643.91	109,308.73	110,973.55	112,638.37	114,303.19	115,967.99	117,632.81	119,297.63	120,962.45	122,627.27	124,292.09	125,956.91	127,621.73	129,286.55	130,951.37	132,616.19	134,281.01	135,945.83	137,610.65	139,275.47	140,940.29	142,605.11	144,269.93	145,934.75	147,599.57	149,264.39	150,929.21	152,594.03	154,258.85	155,923.67	157,588.49	159,253.31	160,918.13	162,582.95	164,247.77	165,912.59	167,577.41	169,242.23	170,907.05	172,571.87	174,236.69	175,901.51	177,566.33	179,231.15	180,895.97	182,560.79	184,225.61	185,890.43	187,555.25	189,220.07	190,884.89	192,549.71	194,214.53	195,879.35	197,544.17	199,208.99	200,873.81	202,538.63	204,203.45	205,868.27	207,533.09	209,197.91	210,862.73	212,527.55	214,192.37	215,857.19	217,521.99	219,186.81	220,851.63	222,516.45	224,181.27	225,846.09	227,510.91	229,175.73	230,840.55	232,505.37	234,170.19	235,834.99	237,499.81	239,164.63	240,829.45	242,494.27	244,159.09	245,823.91	247,488.73	249,153.55	250,818.37	252,483.19	254,148.01	255,812.83	257,477.65	259,142.47	260,807.29	262,472.11	264,136.93	265,801.75	267,466.57	269,131.39	270,796.21	272,461.03	274,125.85	275,790.67	277,455.49	279,120.31	280,785.13	282,449.95	284,114.77	285,779.59	287,444.41	289,109.23	290,774.05	292,438.87	294,103.69	295,768.51	297,433.33	299,098.15	300,762.97	302,427.79	304,092.61	305,757.43	307,422.25	309,087.07	310,751.89	312,416.71	314,081.53	315,746.35	317,411.17	319,075.99	320,740.81	322,405.63	324,070.45	325,735.27	327,400.09	329,064.91	330,729.73	332,394.55	334,059.37	335,724.19	337,388.99	339,053.81	340,718.63	342,383.45	344,048.27	345,713.09	347,377.91	349,042.73	350,707.55	352,372.37	354,037.19	355,701.99	357,366.81	359,031.63	360,696.45	362,361.27	364,026.09	365,690.91	367,355.73	369,020.55	370,685.37	372,350.19	374,014.99	375,679.81	377,344.63	379,009.45	380,674.27	382,339.09	384,003.91	385,668.73	387,333.55	388,998.37	390,663.19	392,327.99	393,992.81	395,657.63	397,322.45	398,987.27	400,652.09	402,316.91	403,981.73	405,646.55	407,311.37	408,976.19	410,640.99	412,305.81	413,970.63	415,635.45	417,300.27	418,965.09	420,629.91	422,294.73	423,959.55	425,624.37	427,289.19	428,954.01	430,618.83	432,283.65	433,948.47	435,613.29	437,278.11	438,942.93	440,607.75	442,272.57	443,937.39	445,602.21	447,267.03	448,931.85	450,596.67	452,261.49	453,926.31	455,591.13	457,255.95	458,920.77	460,585.59	462,250.41	463,915.23	465,580.05	467,244.87	468,909.69	470,574.51	472,239.33	473,904.15	475,568.97	477,233.79	478,898.61	480,563.43	482,228.25	483,893.07	485,557.89	487,222.71	488,887.53	490,552.35	492,217.17	493,881.99	495,546.81	497,211.63	498,876.45	500,541.27	502,206.09	503,870.91	505,535.73	507,200.55	508,865.37	510,530.19	512,194.99	513,859.81	515,524.63	517,189.45	518,854.27	520,519.09	522,183.91	523,848.73	525,513.55	527,178.37	528,843.19	530,507.99	532,172.81	533,837.63	535,502.45	537,167.27	538,832.09	540,496.91	542,161.73	543,826.55	545,491.37	547,156.19	548,821.01	550,485.83	552,150.65	553,815.47	555,480.29	557,145.11	558,809.93	560,474.75	562,139.57	563,804.39	565,469.21	567,134.03	568,798.85	570,463.67	572,128.49	573,793.31	575,458.13	577,122.95	578,787.77	580,452.59	582,117.41	583,782.23	585,447.05	587,111.87	588,776.69	590,441.51	592,106.33	593,771.15	595,435.97	597,100.79	598,765.61	600,430.43	602,095.25	603,760.07	605,424.89	607,089.71	608,754.53	610,419.35	612,084.17	613,748.99	615,413.81	617,078.63	618,743.45	620,408.27	622,073.09	623,737.91	625,402.73	627,067.55	628,732.37	630,397.19	632,062.01	633,726.83	635,391.65	637,056.47	638,721.29	640,386.11	642,050.93	643,715.75	645,380.57	647,045.39	648,710.21	650,375.03	652,039.85	653,704.67	655,369.49	657,034.31	658,699.13	660,363.95	662,028.77	663,693.59	665,358.41	667,023.23	668,688.05	670,352.87	672,017.69	673,682.51	675,347.33	677,012.15	678,676.97	680,341.79	682,006.61	683,671.43	685,336.25	687,001.07	688,665.89	690,330.71	691,995.53	693,660.35	695,325.17	696,989.99	698,654.81	700,319.63	701,984.45	703,649.27	705,314.09	706,978.91	708,643.73	710,308.55	711,973.37	713,638.19	715,303.01	716,967.83	718,632.65	720,297.47	721,962.29	723,627.11	725,291.93	726,956.75	728,621.57	730,286.39	731,951.21	733,616.03	735,280.85	736,945.67	738,610.49	740,275.31	741,940.13	743,604.95	745,269.77	746,934.59	748,600.41	750,265.23	751,930.05	753,594.87	755,259.69	756,924.51	758,589.33	760,254.15	761,918.97	763,583.79	765,248.61	766,913.43	768,578.25	770,243.07	771,907.89	773,572.71	775,237.53	776,902.35	778,567.17	780,231.99	781,896.81	783,561.63	785,226.45	786,891.27	788,556.09	790,220.91	791,885.73	793,550.55	795,215.37	796,880.19	798,544.99	800,209.81	801,874.63	803,539.45	805,204.27	806,869.09	808,533.91	810,198.73	811,863.55	813,528.37	815,193.19	816,857.99	818,522.81	820,187.63	821,852.45	823,517.27	825,182.09	826,846.91	828,511.73	830,176.55	831,841.37	833,506.19	835,171.01	836,835.83	838,500.65	840,165.47	841,830.29	843,495.11	845,159.93	846,824.75	848,489.57	850,154.39	851,819.21	853,484.03	855,148.85	856,813.67	858,478.49	860,143.31	861,808.13	863,472.95	865,137.77	866,802.59	868,467.41	870,132.23	871,797.05	873,461.87	875,126.69	876,791.51	878,456.33	880,121.15	881,785.97	883,450.79	885,115.61	886,780.43	888,445.25	890,110.07	891,774.89	893,439.71	895,104.53	896,769.35	898,434.17	900,098.99	901,763.81	903,428.63	905,093.45	906,758.27	908,423.09	910,087.91	911,752.73	913,417.55	915,082.37	916,747.19	918,412.01	920,076.83	921,741.65	923,406.47	925,071.29	926,736.11	928,400.93	930,065.75	931,730.57	933,395.39	935,060.21	936,725.03	938,389.85	940,054.67	941,719.49	943,384.31	945,049.13	946,713.95	948,378.77	950,043.59	951,708.41	953,373.23	955,038.05	956,702.87	958,367.69	960,032.51	961,697.33	963,362.15	965,026.97	966,691.79	968,356.61	970,021.43	971,686.25	973,351.07	975,015.89	976,680.71	978,345.53	980,010.35	981,675.17	983,339.99	985,004.81	986,669.63	988,334.45	990,000.27	991,665.09	993,329.91	994,994.73	996,659.55	998,324.37	1,000,000.00

City of Alexandria, VA
 General Salary Pay Scale (City-VRS Participating Employee)- FY 2019
 Annual Salary

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	4																																																								

Attachment #4

MONTGOMERY COUNTY GOVERNMENT GENERAL SALARY SCHEDULE

FISCAL YEAR 2019

EFFECTIVE JULY 1, 2018

GRADE	MINIMUM	MIDPOINT	MAXIMUM	PERFORMANCE LONGEVITY	
				MINIMUM	MAXIMUM
5	\$30,680	\$36,313	\$41,946	\$42,785	
6	\$30,680	\$37,187	\$43,694	\$44,568	
7	\$30,680	\$38,121	\$45,562	\$46,473	
8	\$30,680	\$39,158	\$47,635	\$48,588	
9	\$31,634	\$40,725	\$49,816	\$50,812	
10	\$32,903	\$42,535	\$52,167	\$53,210	
11	\$34,233	\$44,427	\$54,621	\$55,713	
12	\$35,621	\$46,412	\$57,203	\$58,347	
13	\$37,088	\$48,502	\$59,915	\$61,113	
14	\$38,629	\$50,699	\$62,768	\$64,023	
15	\$40,242	\$52,997	\$65,751	\$67,066	
16	\$41,963	\$55,428	\$68,893	\$70,271	
17	\$43,866	\$58,028	\$72,189	\$73,633	
18	\$45,877	\$60,765	\$75,653	\$77,166	
19	\$48,039	\$63,662	\$79,285	\$80,871	
20	\$50,299	\$66,700	\$83,100	\$84,762	
21	\$52,684	\$69,896	\$87,107	\$88,849	
22	\$55,176	\$73,245	\$91,314	\$93,140	
23	\$57,802	\$76,771	\$95,740	\$97,655	
24	\$60,554	\$80,462	\$100,370	\$102,377	
25	\$63,439	\$84,340	\$105,241	\$107,346	
26	\$66,481	\$88,420	\$110,359	\$112,566	
27	\$69,645	\$92,689	\$115,732	\$118,047	
28	\$72,772	\$97,072	\$121,372	\$123,799	
29	\$76,054	\$101,673	\$127,292	\$129,838	
30	\$79,506	\$106,510	\$133,514	\$136,184	
31	\$83,128	\$111,585	\$140,042	\$142,843	

32	\$86,926	\$115,627	\$144,326	\$147,215
33	\$90,919	\$119,768	\$148,617	\$151,589
34	\$95,114	\$124,011	\$152,908	\$155,966
35	\$99,519	\$128,358	\$157,196	\$160,340
36	\$104,145	\$132,816	\$161,487	\$164,717
37	\$108,996	\$137,384	\$165,772	\$169,087
38	\$114,092	\$141,838	\$169,584	\$172,976
39	\$119,444	\$145,763	\$172,081	\$175,523
40	\$125,064	\$149,820	\$174,576	\$178,068

FY19 Notes:

A one-time 2.0 percent performance-based longevity increment is provided to employees who received performance ratings of "exceptional" and/or "highly successful" for the two most recent years, are at the maximum of their grade, and have completed 20 years of

The Montgomery County living wage, beginning July 1, 2018, will be \$14.75 per hour, annualized to \$30,680 per year.

**MONTGOMERY COUNTY GOVERNMENT
OFFICE, PROFESSIONAL & TECHNICAL AND
SERVICE, LABOR, AND TRADES (MCGEO OPT/SLT) BARGAINING UNIT
SALARY SCHEDULE**

FISCAL YEAR 2019

EFFECTIVE JULY 1, 2018

<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	<u>18 YEAR LONGEVITY</u>	<u>24 YEAR LONGEVITY</u>
5	\$30,680	\$34,550	\$41,946	\$43,204	\$44,500
6	\$30,680	\$35,945	\$43,694	\$45,005	\$46,355
7	\$30,680	\$37,427	\$45,562	\$46,929	\$48,337
8	\$30,680	\$39,034	\$47,635	\$49,064	\$50,536
9	\$31,634	\$40,725	\$49,816	\$51,310	\$52,849
10	\$32,903	\$42,535	\$52,167	\$53,732	\$55,344
11	\$34,233	\$44,427	\$54,621	\$56,260	\$57,948
12	\$35,621	\$46,412	\$57,203	\$58,919	\$60,687
13	\$37,088	\$48,502	\$59,915	\$61,712	\$63,563
14	\$38,629	\$50,699	\$62,768	\$64,651	\$66,591
15	\$40,242	\$52,997	\$65,751	\$67,724	\$69,756
16	\$41,963	\$55,428	\$68,893	\$70,960	\$73,089
17	\$43,866	\$58,028	\$72,189	\$74,355	\$76,586
18	\$45,877	\$60,765	\$75,653	\$77,923	\$80,261
19	\$48,039	\$63,662	\$79,285	\$81,664	\$84,114
20	\$50,299	\$66,700	\$83,100	\$85,593	\$88,161
21	\$52,684	\$69,896	\$87,107	\$89,720	\$92,412
22	\$55,176	\$73,245	\$91,314	\$94,053	\$96,875
23	\$57,802	\$76,771	\$95,740	\$98,612	\$101,570
24	\$60,554	\$80,462	\$100,370	\$103,381	\$106,482
25	\$63,439	\$84,340	\$105,241	\$108,398	\$111,650
26	\$66,481	\$88,420	\$110,359	\$113,670	\$117,080
27	\$69,645	\$92,689	\$115,732	\$119,204	\$122,780
28	\$72,772	\$97,072	\$121,372	\$125,013	\$128,763

FY19 Notes:

Two 3.0 percent longevity increments are provided to employees who are at the maximum of their grade. The first is paid upon completion of 18 years of service and the second is paid upon completion of 24 years of service.

The Montgomery County living wage, beginning July 1, 2018, will be \$14.75 per hour, annualized to \$30,680 per year. Salaries affected by the living wage have been adjusted.

**MONTGOMERY COUNTY GOVERNMENT OFFICE,
PROFESSIONAL & TECHNICAL AND
SERVICE, LABOR, AND TRADES (MCGEO OPT/SLT) BARGAINING UNIT
SALARY SCHEDULE**

FISCAL YEAR 2019

EFFECTIVE DECEMBER 9, 2018

<u>GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	<u>18 YEAR LONGEVITY</u>	<u>24 YEAR LONGEVITY</u>
5	\$31,294	\$35,241	\$42,785	\$44,069	\$45,391
6	\$31,294	\$36,664	\$44,568	\$45,905	\$47,282
7	\$31,294	\$38,176	\$46,473	\$47,867	\$49,303
8	\$31,294	\$39,815	\$48,588	\$50,046	\$51,547
9	\$32,267	\$41,540	\$50,812	\$52,336	\$53,906
10	\$33,561	\$43,386	\$53,210	\$54,806	\$56,450
11	\$34,918	\$45,316	\$55,713	\$57,384	\$59,106
12	\$36,333	\$47,340	\$58,347	\$60,097	\$61,900
13	\$37,830	\$49,472	\$61,113	\$62,946	\$64,834
14	\$39,402	\$51,713	\$64,023	\$65,944	\$67,922
15	\$41,047	\$54,057	\$67,066	\$69,078	\$71,150
16	\$42,802	\$56,537	\$70,271	\$72,379	\$74,550
17	\$44,743	\$59,189	\$73,633	\$75,842	\$78,117
18	\$46,795	\$61,980	\$77,166	\$79,481	\$81,865
19	\$49,000	\$64,935	\$80,871	\$83,297	\$85,796
20	\$51,305	\$68,034	\$84,762	\$87,305	\$89,924
21	\$53,738	\$71,294	\$88,849	\$91,514	\$94,259
22	\$56,280	\$74,710	\$93,140	\$95,934	\$98,812
23	\$58,958	\$78,306	\$97,655	\$100,585	\$103,603
24	\$61,765	\$82,071	\$102,377	\$105,448	\$108,611
25	\$64,708	\$86,027	\$107,346	\$110,566	\$113,883
26	\$67,811	\$90,188	\$112,566	\$115,943	\$119,421
27	\$71,038	\$94,543	\$118,047	\$121,588	\$125,236
28	\$74,227	\$99,013	\$123,799	\$127,513	\$131,338

FY19 Notes:

Two 3.0 percent longevity increments are provided to employees who are at the maximum of their grade. The first is paid upon completion of 18 years of service and the second is paid upon completion of 24 years of service.

The FY19 GWA is 2.0% paid on December 9, 2018, for MCGEO OPT/SLT bargaining unit employees.