

**Summary of Key Responses from Participating Jurisdiction**  
 City of Alexandria - Local Government Survey

	City of Alexandria	Fairfax County	Prince William County	Arlington County	Montgomery County	Prince George's County	District of Columbia	Henrico County	Chesterfield County	City of Hampton	City of Virginia Beach	City of Roanoke	City of Charlotte
<b>Compensation Philosophy</b>	Yes	No	Yes	Yes	Yes	No	No	No	Yes	Yes		No	Yes
<b>Number of Structures</b>		7	3	1*	13	11	25	1	1	5	2	1	2
<b>Structure Type</b>													
Management	Steps	Ranges	Steps (Ranges in Oct. '08)	Ranges	Ranges	Ranges	Ranges	Steps	Ranges	Ranges	Ranges	Ranges	Ranges
General Ees	Steps	Ranges	Steps	Steps	Ranges	Ranges	Steps	Steps	Ranges	Ranges	Ranges	Ranges	Ranges
Public Safety	Steps	Steps	Steps	Steps	Steps (Ranges for Mgmt)	Ranges	Steps	Steps	Ranges (push for Steps)	Ranges	Ranges	Ranges	Steps
<b>Annual Increases</b>													
Management		1) Merit Increase	1) Merit Increase 2) Mkt Adj (none for 2008)	1) Merit Increase	1) Merit Increase	1) COLA 2) Merit Increase	1) COLA 2) Merit Increase	1) Merit Increase 2) Wage adj	1) Merit Increase	1) Merit Increase	1) Merit Increase 2) Structure Adj	1) Merit Increase	1) Merit Increase
General Ees		1) Merit Increase		1) Step Increase 2) Mkt Adj	1) General salary adj 2) Service increment 3) Performance-based pay	1) COLA 2) Merit Increase	1) COLA 2) Step Increase	1) Merit Increase 2) Wage adj	1) Merit Increase	1) Merit Increase	1) Merit Increase 2) Structure Adj	1) Merit Increase	1) Merit Increase
Public Safety		1) Mkt Adj 2) Step Increase		1) Step Increase 2) Mkt Adj	1) General salary adj 2) Service increment	1) COLA 2) Merit Increase	1) COLA 2) Step Increase 3) Longevity	1) Merit Increase 2) Wage adj	1) Merit Increase	1) Merit Increase	1) Merit Increase 2) Structure Adj	1) Merit Increase	1) Step Increase 2) Mkt Adj
<b>Pay for Performance</b>													
Management	No	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes	No	Yes	Yes
General Ees	No	Yes	Yes	No	Yes (only supplemental payment)	No	No	No	No	Yes	No	Yes	Yes
Public Safety	No	No	Yes	No	No	No	No	No	No	Yes	No	Yes	No
<b>Classification System</b>	Point Factor	Whole Job	Point Factor	Whole Job	Point Factor	Point Factor	Point Factor	Point Factor	Combination	Whole Job		Point Factor	Whole Job
<b>Career Ladders</b>	Yes	Yes	Public Safety Only	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Public Safety Only	Very few
Competitive?		Yes	Yes	No	Only at highest levels	n/a	Only at highest levels	No	No	Certain jobs	Certain jobs	Yes	Yes

\* Arlington County considers their pay plan to be the same for all positions, but there are 12 add'l structures based on market adjusted rates (special ranges for positions that are hard to attract/retain)