

**TOWN OF VIENNA  
RATE COMPARISON  
FY 2021-22**

10/1/2021

**Staff Pay Increase**

	VIENNA	HERNDON	FAIRFAX COUNTY	FALLS CHURCH	FAIRFAX CITY	PRICE WM COUNTY	LOUDOUN COUNTY	LEESBURG	ARLINGTON COUNTY	CITY OF ALEXANDRIA
2021 Actual	Project 3.0% on 4/1/21(frozen til 6/1); no bonus	No increase	No increase	No increase	Proposed to unfreeze 2% merit 5/1; unfreeze 2.6% scale adjustment	Adoption of class and comp to address pay equity below range and compression only	Planned 3.5% frozen; may happen before Y/E	3% retro to anniv date	No increase	No increase
<b>2022 Projected</b>	<b>3% for 4/21+1% COLA 7/1; two-tiered bonus</b>	<b>3% merit 7/1</b>	<b>Not publicized, but funded</b>	<b>3.0% merit 3.5% LEO</b>	<b>3.5% merit 1/1/22; increase scale 2%</b>	<b>3% Merit</b>	<b>3% merit plus step for LEO</b>	<b>3% avg merit on anniv date</b>	<b>No merit; considering bonuses with ARPA funds</b>	<b>2.8% avg merit adjustment; considering 1% bonus with ARPA funds</b>
<i>Performance Based?</i>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y