



ARLINGTON

VIRGINIA

Fiscal Year 2019 Pay Schedule For County Employees July 1, 2018 – June 30, 2019

Human Resources Department
2100 Clarendon Boulevard, Suite 511
Arlington, Virginia 22201
(703) 228-3500
www.arlingtonva.us

Under The Provisions Of The Arlington
County Flexible Benefit Plan The
Amounts Within May Be Reduced

FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
4105	Accountant (Treasurer)	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
4106	Accountant II	NEX	MAR10_9	\$26.36	\$33.33	\$40.29	\$54,828.80	\$69,316.00	\$83,803.20
4107	Accountant III	EX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
4134	Accounting Assistant III	NEX	MAR10_3	\$15.14	\$19.14	\$23.14	\$31,491.20	\$39,811.20	\$48,131.20
4135	Accounting Assistant IV	NEX	MAR10_4	\$16.81	\$21.24	\$25.67	\$34,964.80	\$44,179.20	\$53,393.60
4110	Accounting Associate	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
4103	Accounting Technician I	NEX	MAR10_5	\$18.76	\$23.71	\$28.66	\$39,020.80	\$49,316.80	\$59,612.80
4104	Accounting Technician II	NEX	MAR10_6	\$20.64	\$26.09	\$31.54	\$42,931.20	\$54,267.20	\$65,603.20
1263	Administrative Assistant III	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
1264	Administrative Assistant IV	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
1265	Administrative Assistant V	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
1266	Administrative Assistant VI	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
1510	Administrative Officer (DHS)	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
0708	Administrative Services Division Chief I A	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0302	Administrative Services Division Chief I D	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
1181	Administrative Specialist	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
1280	Administrative Technician I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
1281	Administrative Technician II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
7213	Adult Day Recreation Leader	NEX	MAR15_9	\$27.56	\$34.84	\$42.12	\$57,324.80	\$72,467.20	\$87,609.60
0345	AED Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
3310	AED Specialist I	NEX	64	\$15.28	\$22.70	\$30.11	\$31,782.40	\$47,205.60	\$62,628.80
3325	AED Specialist II	NEX	65	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
3326	AED Specialist III	EX	66	\$27.04	\$38.15	\$49.25	\$56,243.20	\$79,341.60	\$102,440.00
3410	AED Specialist IV	EX	67	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
3420	AED Specialist V	EX	68	\$35.75	\$47.38	\$59.00	\$74,360.00	\$98,540.00	\$122,720.00
6641	Agency On Aging Program Coordinator	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
0680	Aging & Disability Services Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
9994	AmeriCorps Participant	EX	None						
0135	Applications & Architecture Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
1008	Applications Analyst	EX	MAR25_10	\$32.19	\$40.68	\$49.17	\$66,955.20	\$84,614.40	\$102,273.60
1017	Applications Developer	EX	MAR30_11	\$35.79	\$45.25	\$54.70	\$74,443.20	\$94,109.60	\$113,776.00
7327	Aquatics Instructor	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
7011	Archivist	EX	40	\$27.04	\$35.16	\$43.27	\$56,243.20	\$73,122.40	\$90,001.60
1082	Arlington Employment Center Admin	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
9211	ASAP Administrator	EX	13	\$31.02	\$39.21	\$47.39	\$64,521.60	\$81,546.40	\$98,571.20
9213	ASAP Case Manager	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
9212	ASAP Case Manager Senior	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60

*Employees on the Arlington County General Scale must be paid at least the County base rate of \$15.00.

FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
9120	ASAP Instructor	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
6667	Assistance Payments Supervisor	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
4100	Assistant Comptroller	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
0110	Assistant County Manager	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0201	Assistant Director Transportation	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
8212	Assistant Engineering Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0146	Assistant Human Resources Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5405	Assistant Permit Administration Manager	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
9122	Assistant Probate Clerk	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
1330	Assistant Purchasing Agent	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1090	Assistant To DHS Director I	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
8120	Assistant Transit Bureau Chief	EX	90	\$40.83	\$53.11	\$65.38	\$84,926.40	\$110,458.40	\$135,990.40
1215	Asst Registrar Chief Deputy	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
1212	Asst Registrar II	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
1213	Asst Registrar III	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
1214	Asst Registrar IV	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
7200	Asst To Department Director/Admin	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0722	Athletic & Facilities Services Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2812	Auto Mechanic I	NEX	MAR20_6	\$22.52	\$28.47	\$34.41	\$46,841.60	\$59,207.20	\$71,572.80
2813	Auto Mechanic II	NEX	MAR20_7	\$24.66	\$31.17	\$37.68	\$51,292.80	\$64,833.60	\$78,374.40
6451	Automation Services Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
0640	Behavioral Healthcare Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
6335	Behavioral Specialist	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
6336	Behavioral Specialist Senior	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
0442	Budget & Management Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
4414	Budget and Finance Specialist	NEX	86	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
4418	Budget Coordinator	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
2413	Building Engineer I	NEX	MAR10_7	\$22.61	\$28.58	\$34.54	\$47,028.80	\$59,436.00	\$71,843.20
2414	Building Engineer II	NEX	MAR20_8	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
2537	Building Maintenance Operations Supervisor	EX	MAR15_13	\$35.68	\$45.09	\$54.50	\$74,214.40	\$93,787.20	\$113,360.00
2836	Bus Driver	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
1580	Business Intelligence Manager	EX	MAR25_13	\$38.78	\$49.01	\$59.24	\$80,662.40	\$101,940.80	\$123,219.20
1031	Business Systems Analyst I	NEX	MAR15_8	\$25.60	\$32.35	\$39.09	\$53,248.00	\$67,277.60	\$81,307.20
1032	Business Systems Analyst II	EX	MAR20_10	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
1033	Business Systems Analyst III	EX	MAR30_11	\$35.79	\$45.25	\$54.70	\$74,443.20	\$94,109.60	\$113,776.00
4511	Business Tax Insp I	NEX	MAR5_7	\$21.58	\$27.28	\$32.97	\$44,886.40	\$56,732.00	\$68,577.60
4512	Business Tax Insp II	NEX	MAR5_8	\$23.38	\$29.54	\$35.69	\$48,630.40	\$61,432.80	\$74,235.20

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
4515	Business Tax Section Coordinator	NEX	MAR15_9	\$27.56	\$34.84	\$42.12	\$57,324.80	\$72,467.20	\$87,609.60
1340	Buyer	NEX	52	\$21.58	\$30.94	\$40.29	\$44,886.40	\$64,344.80	\$83,803.20
1627	Cable Executive Producer	EX	88	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
1625	Cable Programs Producer	EX	87	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
4412	Capital Program Manager	EX	89	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8103	Capital Projects Administrator	EX	89	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
2411	Carpenter I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2412	Carpenter II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
8320	Cartographer I	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
8321	Cartographer II	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
8512	Chemical Laboratory Supervisor	EX	MAR10_12	\$32.26	\$40.76	\$49.25	\$67,100.80	\$84,770.40	\$102,440.00
8511	Chemist	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
8521	Chemist Technologist	NEX	MAR10_7	\$22.61	\$28.58	\$34.54	\$47,028.80	\$59,436.00	\$71,843.20
1015	Chief Enterprise Architect	EX	59	\$44.52	\$62.02	\$79.51	\$92,601.60	\$128,991.20	\$165,380.80
0200	Chief Environmental Officer	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0130	Chief Information Officer	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
1071	Chief Information Security Officer	EX	58	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
1508	Chief of Staff	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0133	Chief Technology Officer	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0660	Child & Fam Services Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
6666	Child and Family Services Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
6634	Child Care Services Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6632	Child Care Specialist	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
0970	Clerk Of Circuit Court	EX	CONST						
0972	Clerk Of Circuit Court Chief Deputy	EX	MAR10_17	\$40.89	\$51.68	\$62.47	\$85,051.20	\$107,494.40	\$129,937.60
0971	Clerk Of Circuit Court Deputy	EX	MAR10_14	\$35.93	\$45.41	\$54.88	\$74,734.40	\$94,442.40	\$114,150.40
0115	Clerk To County Board	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
6324	Client Services Entry Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
6740	Clinic Aide I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
6311	Clinical Psychologist Senior	EX	MAR15_12	\$33.72	\$42.61	\$51.49	\$70,137.60	\$88,618.40	\$107,099.20
6345	Clinical Services Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
4510	Comm Revenue Assistant Deputy	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
6640	Comm Supports & Coord Services Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0420	Commissioner Of The Revenue	EX	CONST						
0421	Commissioner Of The Revenue Chief Deputy (Admin)	EX	MAR10_18	\$42.49	\$53.70	\$64.90	\$88,379.20	\$111,685.60	\$134,992.00
0422	Commissioner Of The Revenue Deputy (Legal Counsel)	EX	MAR10_17	\$40.89	\$51.68	\$62.47	\$85,051.20	\$107,494.40	\$129,937.60
0424	Commissioner Of The Revenue Deputy (Pers Prop & Comp	EX	MAR10_17	\$40.89	\$51.68	\$62.47	\$85,051.20	\$107,494.40	\$129,937.60

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Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
0423	Commissioner Of The Revenue Deputy (Programs)	EX	MAR10_16	\$39.33	\$49.69	\$60.05	\$81,806.40	\$103,355.20	\$124,904.00
0920	Commonwealth Attorney	EX	CONST						
0921	Commonwealth Attorney Chief Deputy	EX	MAR20_19	\$48.15	\$60.86	\$73.56	\$100,152.00	\$126,578.40	\$153,004.80
0922	Commonwealth Attorney Deputy	EX	MAR25_17	\$46.47	\$58.73	\$70.99	\$96,657.60	\$122,158.40	\$147,659.20
9601	Commonwealth Atty I	EX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
9602	Commonwealth Atty II	EX	MAR30_12	\$38.12	\$48.17	\$58.21	\$79,289.60	\$100,183.20	\$121,076.80
9603	Commonwealth Atty III	EX	MAR30_14	\$42.46	\$53.66	\$64.86	\$88,316.80	\$111,612.80	\$134,908.80
1623	Communications Manager	EX	88	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
1604	Communications Specialist I	NEX	86	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
1608	Communications Specialist II	EX	87	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
6602	Community Assistance Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
5302	Community Codes Inspector II	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
5303	Community Codes Inspector III	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
5304	Community Codes Inspector IV	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
5511	Community Codes Supervisor	EX	12	\$29.32	\$37.05	\$44.77	\$60,985.60	\$77,053.60	\$93,121.60
0300	Community Planning, Housing & Development Dir	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0727	Community Recreation Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
8128	Commuter Services Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0144	Compensation Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0441	Comptroller	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5311	Construction Codes Inspector I	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
5312	Construction Codes Inspector II	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
5313	Construction Codes Inspector III	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
5320	Construction Codes Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
5314	Construction Codes Supervisor	EX	12	\$29.32	\$37.05	\$44.77	\$60,985.60	\$77,053.60	\$93,121.60
5401	Construction Inspector Supervisor	EX	MAR5_13	\$32.58	\$41.17	\$49.76	\$67,766.40	\$85,633.60	\$103,500.80
5404	Construction Management Specialist	NEX	80	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
5400	Construction Management Supervisor	EX	MAR10_14	\$35.93	\$45.41	\$54.88	\$74,734.40	\$94,442.40	\$114,150.40
5458	Construction Plan Review Supervisor	EX	MAR20_12	\$35.19	\$44.46	\$53.73	\$73,195.20	\$92,476.80	\$111,758.40
5318	Construction Plans Examiner I	NEX	MAR20_10	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
5322	Construction Plans Examiner II	NEX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
1088	Contract Specialist	EX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
2683	Control System Technician (Certified)	NEX	69_MAR20	\$26.72	\$35.34	\$43.95	\$55,577.60	\$73,496.80	\$91,416.00
8107	Control Systems Engineer	EX	MAR35_12	\$39.59	\$50.02	\$60.44	\$82,347.20	\$104,031.20	\$125,715.20
0940	County Attorney	EX	None						
9704	County Attorney (Treasurer)	EX	MAR10_17	\$40.89	\$51.68	\$62.47	\$85,051.20	\$107,494.40	\$129,937.60
0941	County Attorney Deputy	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40

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9703	County Attorney I	EX	MAR35_10	\$34.77	\$43.94	\$53.10	\$72,321.60	\$91,384.80	\$110,448.00
9702	County Attorney II	EX	MAR35_12	\$39.59	\$50.02	\$60.44	\$82,347.20	\$104,031.20	\$125,715.20
9701	County Attorney III	EX	MAR40_14	\$45.73	\$57.79	\$69.85	\$95,118.40	\$120,203.20	\$145,288.00
9700	County Attorney IV	EX	MAR40_16	\$50.05	\$63.24	\$76.43	\$104,104.00	\$131,539.20	\$158,974.40
0116	County Auditor	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
9960	County Board Chairman	EX	Chairman						
9950	County Board Member	EX	Board Member						
9910	County Manager	EX	None						
8203	County Standards Engineer	EX	89	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8358	County Surveyor	EX	79	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
9126	Court Assistant	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
9411	Court Clerk	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
6710	Court Operations Administrator	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0900	Court Services Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
1285	Court Specialist I	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
1286	Court Specialist II	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
5081	Crime Analysis Technician	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
5007	Crime Analyst	EX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
3421	Cultural Affairs Specialist I	NEX	85	\$15.28	\$22.70	\$30.11	\$31,782.40	\$47,205.60	\$62,628.80
3422	Cultural Affairs Specialist II	NEX	86	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
3423	Cultural Affairs Specialist III	EX	87	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
3424	Cultural Affairs Specialist IV	EX	88	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
2222	Custodial Worker II	NEX	3	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40
1072	Data Architect	EX	75	\$38.78	\$52.08	\$65.38	\$80,662.40	\$108,326.40	\$135,990.40
1070	Database Administrator	EX	57	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1061	Database Analyst	EX	MAR25_11	\$34.42	\$43.51	\$52.59	\$71,593.60	\$90,490.40	\$109,387.20
1022	Decision Support Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
2833	Delivery Driver	NEX	3	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40
6221	Dental Assistant	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
6200	Dentist	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
5310	Deputy Building Official	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
1501	Deputy Clerk to County Board	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
0101	Deputy County Manager	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0542	Deputy Fire Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0501	Deputy Police Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5146	Deputy Sheriff	NEX	S2	\$24.97	\$33.57	\$42.17	\$51,937.60	\$69,825.60	\$87,713.60
5130	Deputy Sheriff Assistant	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
5150	Deputy Sheriff Captain	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
5147	Deputy Sheriff Corporal	NEX	S3	\$26.22	\$35.25	\$44.27	\$54,537.60	\$73,309.60	\$92,081.60
5149	Deputy Sheriff Lieutenant	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0530	Deputy Sheriff Major	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5148	Deputy Sheriff Sergeant	NEX	S5	\$30.28	\$40.71	\$51.14	\$62,982.40	\$84,676.80	\$106,371.20
1525	DES Assistant Director	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0208	DES Chief Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0250	DES Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2960	DES Operating Engineer/Manager	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
2978	DES Operations Manager	EX	89	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8604	Design Engineer	EX	78	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
8605	Design Engineer Team Supervisor	EX	79	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
8250	Development Plan Review Supervisor	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
3620	Development Specialist, Associate	EX	31	\$29.62	\$39.01	\$48.39	\$61,609.60	\$81,130.40	\$100,651.20
3622	Development Specialist, Principal	EX	32	\$33.72	\$45.55	\$57.38	\$70,137.60	\$94,744.00	\$119,350.40
6631	Developmental Disabilities Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
6321	Developmental Disability Specialist I	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
6341	Developmental Disability Specialist II	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
6615	Developmental Disability Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1520	DHS Administrative Program Manager	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6310	DHS Clinical Psychologist Senior	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1109	DHS Human Resources Manager	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1521	DHS Principal Program Specialist	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6651	Disability Resource Coord	EX	73	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
1150	Diversity Coordinator	EX	73	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
0730	DPR Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
7108	DPR Program Assistant	NEX	MAR10_7	\$22.61	\$28.58	\$34.54	\$47,028.80	\$59,436.00	\$71,843.20
7325	DPR Program Manager	EX	92	\$28.33	\$40.23	\$52.13	\$58,926.40	\$83,678.40	\$108,430.40
7102	DPR Program Specialist	EX	MAR20_10	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
7101	DPR Program Supervisor	EX	92	\$28.33	\$40.23	\$52.13	\$58,926.40	\$83,678.40	\$108,430.40
7105	DPR Programmer I	NEX	MAR20_8	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
7104	DPR Programmer II	NEX	MAR20_9	\$28.76	\$36.36	\$43.95	\$59,820.80	\$75,618.40	\$91,416.00
7122	DPR Section Manager	EX	88	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
9200	Drug Court Coordinator	EX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
0136	DTS Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0560	ECC Administrator	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5030	ECC Deputy Administrator	EX	91	\$34.13	\$47.14	\$60.15	\$70,990.40	\$98,051.20	\$125,112.00

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
0370	Economic Development Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0675	Economic Independence & Assistance Div Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2688	Electrical Power Technician (Licensed)	NEX	69_MAR5	\$23.38	\$30.92	\$38.46	\$48,630.40	\$64,313.60	\$79,996.80
2426	Electrician II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
6660	Eligibility Supervisor	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
6663	Eligibility Worker	NEX	MAR5_8	\$23.38	\$29.54	\$35.69	\$48,630.40	\$61,432.80	\$74,235.20
5033	Emergency Communications Assistant Supervisor	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
5032	Emergency Communications Supervisor	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
5031	Emergency Communications Supv (Training)	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
5035	Emergency Communications Systems Spec	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
5036	Emergency Communications Technician I	NEX	MAR10_6	\$20.64	\$26.09	\$31.54	\$42,931.20	\$54,267.20	\$65,603.20
5037	Emergency Communications Technician II	NEX	MAR10_7	\$22.61	\$28.58	\$34.54	\$47,028.80	\$59,436.00	\$71,843.20
5034	Emergency Communications Technician III	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
5023	Emergency Communications Watch Officer	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
1177	Emergency Management Specialist I	NEX	86	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
1178	Emergency Management Specialist II	EX	83	\$25.75	\$36.38	\$47.01	\$53,560.00	\$75,670.40	\$97,780.80
0141	Employee Services Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
1084	Employment Development Specialist	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
1087	Employment Services Section Supervisor	EX	MAR5_11	\$28.91	\$36.55	\$44.18	\$60,132.80	\$76,013.60	\$91,894.40
1083	Employment Services Specialist	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
8108	Engineering Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
8217	Engineering Program Coordinator	EX	89	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8300	Engineering Support Associate I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
8301	Engineering Support Associate II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
8302	Engineering Support Associate III	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
8105	Engineering Support Coordinator	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
8312	Engineering Tech II	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
8313	Engineering Tech III	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
8314	Engineering Tech IV	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
1042	Enterprise Records Manager	EX	59	\$44.52	\$62.02	\$79.51	\$92,601.60	\$128,991.20	\$165,380.80
6511	Environmental Health Specialist I	NEX	MAR15_9	\$27.56	\$34.84	\$42.12	\$57,324.80	\$72,467.20	\$87,609.60
6512	Environmental Health Specialist II	EX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
6510	Environmental Health Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6553	Environmental Health Technician	NEX	MAR15_8	\$25.60	\$32.35	\$39.09	\$53,248.00	\$67,277.60	\$81,307.20
3810	Environmental Management Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
3114	Environmental Management Specialist, Associate	EX	31	\$29.62	\$39.01	\$48.39	\$61,609.60	\$81,130.40	\$100,651.20
3117	Environmental Management Specialist, Principal	EX	32	\$33.72	\$45.55	\$57.38	\$70,137.60	\$94,744.00	\$119,350.40

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
6121	Epidemiologist	EX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
6131	Epidemiology Specialist	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
0220	Equipment Bureau Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2525	Equipment Mechanic I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2526	Equipment Mechanic II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
9996	Executive Director Retirement Office	EX	None						
7301	Facilities Assistant I	NEX	R1	\$13.27	\$15.12	\$16.96	\$27,601.60	\$31,439.20	\$35,276.80
7304	Facilities Assistant II	NEX	R2	\$14.11	\$18.52	\$22.92	\$29,348.80	\$38,511.20	\$47,673.60
7310	Facilities Assistant III	NEX	R3	\$15.75	\$20.68	\$25.60	\$32,760.00	\$43,004.00	\$53,248.00
2003	Facilities Design & Construction Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
2007	Facilities Design & Construction Program Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
2515	Facilities Maintenance Mechanic I	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
2516	Facilities Maintenance Mechanic II	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
2005	Facilities Maintenance Section Manager	EX	79	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
2004	Facilities Management Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
2002	Facilities Project Specialist	EX	MAR20_12	\$35.19	\$44.46	\$53.73	\$73,195.20	\$92,476.80	\$111,758.40
0240	Finance and Administration Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0615	Finance and Information Systems Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
4416	Financial Analyst II	EX	MAR10_12	\$32.26	\$40.76	\$49.25	\$67,100.80	\$84,770.40	\$102,440.00
6668	Financial Management Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
5020	Fingerprint Specialist I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
5021	Fingerprint Specialist II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
5022	Fingerprint Specialist III	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
5070	Fingerprint Specialist Supervisor	NEX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
0540	Fire Chief	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0541	Fire Division Chief II	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5240	Fire Inspector	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
5215	Fire Marshal I	NEX	F3	\$27.12	\$36.47	\$45.81	\$56,409.60	\$75,847.20	\$95,284.80
5324	Fire Protection Engineer I	NEX	MAR20_10	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
5325	Fire Protection Engineer II	NEX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
5200	Fire/EMS Battalion Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
5220	Fire/EMS Captain I	NEX	F6	\$34.99	\$47.05	\$59.10	\$72,779.20	\$97,853.60	\$122,928.00
5201	Fire/EMS Captain II	NEX	F7	\$38.83	\$52.21	\$65.58	\$80,766.40	\$108,586.40	\$136,406.40
5210	Fire/EMS Lieutenant	NEX	F5	\$31.52	\$42.38	\$53.24	\$65,561.60	\$88,150.40	\$110,739.20
5212	Firefighter/EMT I	NEX	F1	\$24.35	\$32.74	\$41.13	\$50,648.00	\$68,099.20	\$85,550.40
5232	Firefighter/EMT II	NEX	F2	\$25.82	\$34.71	\$43.60	\$53,705.60	\$72,196.80	\$90,688.00
5233	Firefighter/EMT III	NEX	F4	\$28.93	\$38.92	\$48.91	\$60,174.40	\$80,953.60	\$101,732.80

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
6721	Food Service Coordinator	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
7503	Forestry Section Supervisor	EX	60	\$27.53	\$37.46	\$47.39	\$57,262.40	\$77,916.80	\$98,571.20
2929	Gardener	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
9992	General District Court	EX	None						
0102	General Registrar	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
1018	GIS Analyst	EX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
1010	GIS Applications Developer	EX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
8325	GIS Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
1019	GIS Database Administrator	EX	MAR20_12	\$35.19	\$44.46	\$53.73	\$73,195.20	\$92,476.80	\$111,758.40
0113	Government Affairs Liaison	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
1155	Grant Compliance Specialist	EX	73	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
6711	Group Home Counselor I	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
6712	Group Home Counselor II	NEX	MAR15_9	\$27.56	\$34.84	\$42.12	\$57,324.80	\$72,467.20	\$87,609.60
9311	Group Home Manager	EX	MAR15_12	\$33.72	\$42.61	\$51.49	\$70,137.60	\$88,618.40	\$107,099.20
7314	Gymnastics Instructor	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
6411	Health Educator	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
3610	Historic Preservation Section Supervisor	EX	33	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
6655	Homeless Program Coord	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
3617	Housing Assistance Program Specialist	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
3616	Housing Assistant	NEX	MAR10_7	\$22.61	\$28.58	\$34.54	\$47,028.80	\$59,436.00	\$71,843.20
6650	Housing Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
3625	Housing Choice Supervisor	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
3623	Housing Development Supervisor	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0332	Housing Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
4415	Housing Finance Section Supervisor	EX	33	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
3624	Housing Inspections Coordinator	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
3618	Housing Inspector	NEX	MAR5_8	\$23.38	\$29.54	\$35.69	\$48,630.40	\$61,432.80	\$74,235.20
6312	Housing Planning Section Supervisor	EX	33	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
3631	Housing Program Manager	EX	33	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
3611	Housing Specialist I	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
3614	Housing Specialist II	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
3615	Housing Specialist III	EX	MAR5_12	\$30.79	\$38.90	\$47.01	\$64,043.20	\$80,912.00	\$97,780.80
1103	Human Resources Administrative Specialist	NEX	86	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
0140	Human Resources Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
1101	Human Resources/OD Specialist	EX	70	\$25.75	\$38.62	\$51.49	\$53,560.00	\$80,329.60	\$107,099.20
1152	Human Rights Supervisor	EX	12	\$29.32	\$37.05	\$44.77	\$60,985.60	\$77,053.60	\$93,121.60
6735	Human Services Aide III	NEX	3	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
6736	Human Services Aide IV	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
6737	Human Services Aide V	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
6738	Human Services Aide VI	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
6600	Human Services Clinical Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6614	Human Services Clinician II	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
6618	Human Services Clinician III	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
0601	Human Services Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0600	Human Services Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
6332	Human Services Specialist	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
2535	HVAC Mechanic II	NEX	MAR40_8	\$31.17	\$39.38	\$47.59	\$64,833.60	\$81,910.40	\$98,987.20
1113	I/O Psychologist	EX	58	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
6636	Infant & Child Development Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6637	Infant Development Specialist	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
1012	Infrastructure Support Specialist II	NEX	MAR10_9	\$26.36	\$33.33	\$40.29	\$54,828.80	\$69,316.00	\$83,803.20
5155	Inmate Services Counselor I	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
5156	Inmate Services Counselor II	NEX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
5157	Inmate Services Supervisor	EX	13	\$31.02	\$39.21	\$47.39	\$64,521.60	\$81,546.40	\$98,571.20
0350	Inspection Services Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
1151	Investigator HR/EEO	EX	73	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
4442	Investment Portfolio Manager	EX	MAR15_15	\$39.38	\$49.77	\$60.15	\$81,910.40	\$103,511.20	\$125,112.00
1006	IT Analyst	NEX	56	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
1040	IT Program Manager	EX	MAR30_13	\$40.33	\$50.97	\$61.61	\$83,886.40	\$106,017.60	\$128,148.80
9425	Judicial Law Clerk	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
9993	Juvenile & Domestic Relations Court	EX	None						
9305	Juvenile Program Coordinator	NEX	MAR20_10	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
6750	Laboratory Assistant	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
6552	Laboratory Section Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6555	Laboratory Technologist I	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
6556	Laboratory Technologist II	EX	11	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
8352	Land Surveyor I	NEX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
8353	Land Surveyor Supervisor	EX	MAR10_12	\$32.26	\$40.76	\$49.25	\$67,100.80	\$84,770.40	\$102,440.00
7552	Landscape Architect II	EX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
7553	Landscape Architect Supervisor	EX	84	\$31.66	\$43.08	\$54.50	\$65,852.80	\$89,606.40	\$113,360.00
7520	Landscape Specialist	NEX	MAR25_7	\$25.69	\$32.47	\$39.25	\$53,435.20	\$67,537.60	\$81,640.00
9420	Law Clerk	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
7315	Lead Aquatics Instructor	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
7270	Lead Gymnastics Instructor	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
1190	Legislative Liaison	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
7012	Librarian	EX	40	\$27.04	\$35.16	\$43.27	\$56,243.20	\$73,122.40	\$90,001.60
7002	Librarian Supervisor	EX	71	\$31.66	\$43.08	\$54.50	\$65,852.80	\$89,606.40	\$113,360.00
7020	Library Assistant Coordinator	NEX	41	\$21.58	\$29.49	\$37.39	\$44,886.40	\$61,328.80	\$77,771.20
7021	Library Assistant I	NEX	MAR10_4	\$16.81	\$21.24	\$25.67	\$34,964.80	\$44,179.20	\$53,393.60
7023	Library Assistant II	NEX	MAR5_5	\$17.91	\$22.64	\$27.36	\$37,252.80	\$47,080.80	\$56,908.80
7019	Library Assistant Supervisor	NEX	41	\$21.58	\$29.49	\$37.39	\$44,886.40	\$61,328.80	\$77,771.20
7018	Library Associate	NEX	41	\$21.58	\$29.49	\$37.39	\$44,886.40	\$61,328.80	\$77,771.20
0713	Library Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0700	Library Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0710	Library Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0712	Library Division Chief (Materials Management)	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2671	Machinist	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
9991	Magistrate	EX	None						
2571	Mail Clerk	NEX	MAR10_4	\$16.81	\$21.24	\$25.67	\$34,964.80	\$44,179.20	\$53,393.60
4411	Management & Budget Specialist	EX	70	\$25.75	\$38.62	\$51.49	\$53,560.00	\$80,329.60	\$107,099.20
0450	Management & Finance Deputy Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0440	Management & Finance Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
1506	Management Analyst	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
1513	Management Intern I	NEX	85	\$15.28	\$22.70	\$30.11	\$31,782.40	\$47,205.60	\$62,628.80
1514	Management Intern II	NEX	55	\$18.76	\$28.22	\$37.68	\$39,020.80	\$58,697.60	\$78,374.40
1505	Management Specialist	NEX	MAR10_9	\$26.36	\$33.33	\$40.29	\$54,828.80	\$69,316.00	\$83,803.20
1628	Media Relations/Communications Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
6346	Mental Health Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6322	Mental Health Therapist II	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
6347	Mental Health Therapist II (Licensed)	EX	MAR15_10	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
6323	Mental Health Therapist III	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
4831	Meter Collector I	NEX	3	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40
4832	Meter Collector II	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
2822	Motorized Vehicle Operator II	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
2823	Motorized Vehicle Operator III	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2824	Motorized Vehicle Operator IV	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
2623	Multi Skilled Wastewater Plant Operator (Senior)	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
2621	Multi-Skilled Wastewater Plant Operator	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
7510	Natural Resources Specialist	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
3601	Neighborhood Conservation Section Supervisor	EX	33	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
0335	Neighborhood Services Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
1024	Network Analyst	EX	57	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1027	Network Control Specialist	NEX	56	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
6111	Nurse Manager	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6116	Nurse Practitioner	EX	84	\$31.66	\$43.08	\$54.50	\$65,852.80	\$89,606.40	\$113,360.00
6741	Nutrition Assistant	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
6684	Nutritionist II	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
6685	Nutritionist III	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
1259	Office Aide I	NEX	1	\$11.30	\$14.29	\$17.27	\$23,504.00	\$29,712.80	\$35,921.60
1260	Office Aide II	NEX	2	\$12.26	\$15.50	\$18.73	\$25,500.80	\$32,229.60	\$38,958.40
1277	Office Supervisor I	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
1278	Office Supervisor II	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
2415	Painter Industrial	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
9412	Paralegal I B	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
9414	Paralegal II	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
7505	Park Manager	EX	60	\$27.53	\$37.46	\$47.39	\$57,262.40	\$77,916.80	\$98,571.20
7511	Park Naturalist	NEX	MAR15_8	\$25.60	\$32.35	\$39.09	\$53,248.00	\$67,277.60	\$81,307.20
7516	Park Naturalist Aide	NEX	MAR5_4	\$16.05	\$20.28	\$24.50	\$33,384.00	\$42,172.00	\$50,960.00
7507	Park Ranger I	NEX	MAR20_5	\$20.46	\$25.86	\$31.26	\$42,556.80	\$53,788.80	\$65,020.80
7508	Park Ranger II	NEX	MAR10_9	\$26.36	\$33.33	\$40.29	\$54,828.80	\$69,316.00	\$83,803.20
2721	Parking Meter Repair Technician	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
2715	Parking Meter Repair Technician (lead)	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
7410	Parks & Natural Resources Section Manager	EX	88	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
0720	Parks & Recreation Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
0724	Parks Planning Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0725	Parks/Natural Resources Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5307	Permit Administration Manager	EX	14	\$32.66	\$41.28	\$49.89	\$67,932.80	\$85,852.00	\$103,771.20
8214	Permit Coordinator	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
5316	Permit Processing Specialist I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
5317	Permit Processing Specialist II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
5315	Permit Processing Specialist III	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
7236	Personal Trainer II	NEX	MAR20_8	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
6100	Physician	EX	XMAP3	\$54.17	\$88.85	\$123.52	\$112,673.60	\$184,797.60	\$256,921.60
6370	Physician Assistant	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
0621	Physician Supervisor	EX	XMAP3	\$54.17	\$88.85	\$123.52	\$112,673.60	\$184,797.60	\$256,921.60
3115	Planner, Associate	EX	31	\$29.62	\$39.01	\$48.39	\$61,609.60	\$81,130.40	\$100,651.20
3119	Planner, Principal	EX	32	\$33.72	\$45.55	\$57.38	\$70,137.60	\$94,744.00	\$119,350.40
0310	Planning Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40

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3100	Planning Supervisor	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
3153	Planning Technician	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
0205	Plant (WPC) Bureau Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2641	Plant Lift Stat Operator	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
2682	Plant Machinist	NEX	MAR10_9	\$26.36	\$33.33	\$40.29	\$54,828.80	\$69,316.00	\$83,803.20
8112	Plant Maintenance Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
8111	Plant Operations Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
8116	Plant Planning and Reliability Supervisor	EX	MAR15_12	\$33.72	\$42.61	\$51.49	\$70,137.60	\$88,618.40	\$107,099.20
2689	Plant Planning Specialist	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
8113	Plant Technical Supervisor	NEX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
2521	Plumber I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2522	Plumber II	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
5001	Police Captain	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
5050	Police Central Records Supervisor	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
0500	Police Chief	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
5006	Police Corporal	NEX	P3	\$27.73	\$36.88	\$46.03	\$57,678.40	\$76,710.40	\$95,742.40
5002	Police Lieutenant	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
5004	Police Officer	NEX	P2	\$26.41	\$35.13	\$43.84	\$54,932.80	\$73,060.00	\$91,187.20
5003	Police Sergeant	NEX	P5	\$31.11	\$41.38	\$51.64	\$64,708.80	\$86,060.00	\$107,411.20
2687	Power and Control Technician	NEX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
8515	Pretreatment Program Coordinator	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
2572	Printer	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
1043	PRISM Analyst	EX	58	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
1025	PRISM System Specialist	EX	59	\$44.52	\$62.02	\$79.51	\$92,601.60	\$128,991.20	\$165,380.80
9130	Probate Clerk	EX	12	\$29.32	\$37.05	\$44.77	\$60,985.60	\$77,053.60	\$93,121.60
9310	Probation Counselor (Schools)	NEX	None						
9302	Probation Counselor I	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
9303	Probation Counselor II	NEX	MAR15_9	\$27.56	\$34.84	\$42.12	\$57,324.80	\$72,467.20	\$87,609.60
9300	Probation Counselor Supervisor	EX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
2685	Process Control Systems Technician	NEX	MAR30_9	\$31.15	\$39.38	\$47.61	\$64,792.00	\$81,910.40	\$99,028.80
1300	Procurement Officer	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
8602	Project Management Coordinator	EX	MAR15_13	\$35.68	\$45.09	\$54.50	\$74,214.40	\$93,787.20	\$113,360.00
0555	PS Communications & Emergency Management Dep Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0550	PS Communications & Emergency Management Director	EX	EMAP	\$56.32	\$82.20	\$108.08	\$117,145.60	\$170,976.00	\$224,806.40
6114	Psychiatric Nurse	EX	82	\$29.62	\$37.95	\$46.28	\$61,609.60	\$78,936.00	\$96,262.40
6300	Psychiatrist	EX	XMAP3	\$54.17	\$88.85	\$123.52	\$112,673.60	\$184,797.60	\$256,921.60
9997	Public Defender	EX	None						

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
6115	Public Health Assistant Division Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
6140	Public Health Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
0625	Public Health Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
6113	Public Health Nurse	EX	82	\$29.62	\$37.95	\$46.28	\$61,609.60	\$78,936.00	\$96,262.40
6110	Public Health Nurse Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6501	Public Health Planning Officer	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
5060	Public Safety Support Supervisor	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
1023	Public Safety Technology Manager	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
1003	Public Safety Technology Specialist	EX	MAR20_10	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
1014	Public Safety Technology Supervisor	EX	MAR30_13	\$40.33	\$50.97	\$61.61	\$83,886.40	\$106,017.60	\$128,148.80
5025	Public Service Aide I	NEX	MAR25_3	\$17.20	\$21.75	\$26.29	\$35,776.00	\$45,229.60	\$54,683.20
5026	Public Service Aide II	NEX	MAR25_4	\$19.10	\$24.14	\$29.17	\$39,728.00	\$50,200.80	\$60,673.60
0481	Purchasing Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
0616	Quality and Administration Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
6371	Quality Assurance Manager	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
4612	Real Estate Appraiser	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
4611	Real Estate Appraiser (Entry)	NEX	52	\$21.58	\$30.94	\$40.29	\$44,886.40	\$64,344.80	\$83,803.20
4613	Real Estate Appraiser Supervisor	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
0460	Real Estate Assessment Director	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
3512	Real Estate Assistant Bureau Chief	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
3510	Real Estate Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
4620	Real Estate Records/Research Coord	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
3511	Real Estate Specialist	EX	78	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1244	Records Assistant III	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
1245	Records Assistant IV	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
7230	Recreation Assistant I	NEX	R1	\$13.27	\$15.12	\$16.96	\$27,601.60	\$31,439.20	\$35,276.80
7231	Recreation Assistant II	NEX	R2	\$14.11	\$18.52	\$22.92	\$29,348.80	\$38,511.20	\$47,673.60
7232	Recreation Assistant III	NEX	R3	\$15.75	\$20.68	\$25.60	\$32,760.00	\$43,004.00	\$53,248.00
7233	Recreation Assistant IV	NEX	R5	\$18.97	\$24.91	\$30.85	\$39,457.60	\$51,812.80	\$64,168.00
7319	Recreation Instructor I	NEX	R4	\$17.34	\$22.76	\$28.17	\$36,067.20	\$47,330.40	\$58,593.60
7320	Recreation Instructor II	NEX	R6	\$20.56	\$26.99	\$33.41	\$42,764.80	\$56,128.80	\$69,492.80
7321	Recreation Instructor III	NEX	R7	\$23.77	\$31.22	\$38.66	\$49,441.60	\$64,927.20	\$80,412.80
7120	Recreation Services Supervisor	EX	92	\$28.33	\$40.23	\$52.13	\$58,926.40	\$83,678.40	\$108,430.40
7107	Recreation Supervisor (Play School)	NEX	MAR20_8	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
2311	Recycling Specialist	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
6141	Rehab Therapist	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
9995	Retirement Officer	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
1107	Risk Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
1171	Safety Program Coordinator	EX	MAR10_12	\$32.26	\$40.76	\$49.25	\$67,100.80	\$84,770.40	\$102,440.00
1174	Safety Specialist I	NEX	MAR10_8	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
1175	Safety Specialist II	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
5061	School Crossing Guard I	NEX	MAR10_3	\$15.14	\$19.14	\$23.14	\$31,491.20	\$39,811.20	\$48,131.20
5062	School Crossing Guard II	NEX	MAR10_4	\$16.81	\$21.24	\$25.67	\$34,964.80	\$44,179.20	\$53,393.60
1176	Security Coordinator	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
5040	Security Guard I	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
5041	Security Guard II	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
1044	Senior Applications Developer	EX	57	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
6450	Senior Day Programs Supervisor	EX	81	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1507	Senior Management Analyst	EX	MAR15_12	\$33.72	\$42.61	\$51.49	\$70,137.60	\$88,618.40	\$107,099.20
1004	Senior Network Engineer	EX	75	\$38.78	\$52.08	\$65.38	\$80,662.40	\$108,326.40	\$135,990.40
1331	Senior Procurement Officer	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
6120	Senior Psychiatric Nurse	EX	MAR15_11	\$31.66	\$40.03	\$48.39	\$65,852.80	\$83,252.00	\$100,651.20
1002	Senior Public Safety Technology Specialist	EX	MAR20_11	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
1047	Senior Systems Administrator	EX	57	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
2950	Senior Trades Worker I	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
2951	Senior Trades Worker II	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2952	Senior Trades Worker III	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
2953	Senior Trades Worker IV	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
2954	Senior Trades Worker V	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
1455	Services Assistant IV	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
0520	Sheriff	EX	CONST						
0521	Sheriff Chief Deputy	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
6700	Sign Language Interpreter	NEX	SLI						
0204	Solid Waste Bureau Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
3154	Space Planner	EX	30	\$25.75	\$33.91	\$42.07	\$53,560.00	\$70,532.80	\$87,505.60
1013	Sr Infrastructure Support Specialist	EX	57	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1007	Sr IT Analyst	EX	57	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1511	Sr Staff Admin/Management Specialist	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
4417	Sr Staff Financial Analyst	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
4425	Sr Staff Financial/Accounting Specialist	EX	74	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1121	Sr Staff Human Resources Specialist	EX	74	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1016	Sr Staff Program Manager	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
2347	Sr WSS Technician	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
2350	Sr WSS Technician II	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
4212	Staff Accounting/Auditing Specialist	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1509	Staff Admin/Management Specialist	NEX	52	\$21.58	\$30.94	\$40.29	\$44,886.40	\$64,344.80	\$83,803.20
4421	Staff Financial Analyst	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1102	Staff Human Resources Manager	EX	54	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1104	Staff Human Resources/OD Specialist	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1011	Staff Infrastructure Support Specialist	NEX	56	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
1005	Staff IT Technician	NEX	55	\$18.76	\$28.22	\$37.68	\$39,020.80	\$58,697.60	\$78,374.40
4413	Staff Management & Budget Specialist	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1173	Staff Safety Specialist	EX	53	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1125	Staff Support Technician	NEX	51	\$16.81	\$24.90	\$32.98	\$34,964.80	\$51,781.60	\$68,598.40
2529	Stationary Watch Engineer	NEX	MAR20_8	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
1983	Student Assistant I	NEX	Student Assistant I	\$7.33	\$8.66	\$9.99	\$15,246.40	\$18,012.80	\$20,779.20
1984	Student Assistant II	NEX	Student Assistant II	\$8.89	\$11.77	\$14.64	\$18,491.20	\$24,471.20	\$30,451.20
1324	Supply Assistant III	NEX	3	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40
1325	Supply Assistant IV	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
8356	Survey Instrument Operator	NEX	MAR15_5	\$19.61	\$24.79	\$29.96	\$40,788.80	\$51,552.80	\$62,316.80
8357	Survey Party Chief I	NEX	MAR5_8	\$23.38	\$29.54	\$35.69	\$48,630.40	\$61,432.80	\$74,235.20
1046	Systems Administrator	NEX	56	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
0143	Talent Management Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
4314	Tax Assessor (Call Center)	NEX	MAR5_6	\$19.70	\$24.91	\$30.11	\$40,976.00	\$51,802.40	\$62,628.80
4313	Tax Assessor (DMV Select)	NEX	MAR5_6	\$19.70	\$24.91	\$30.11	\$40,976.00	\$51,802.40	\$62,628.80
4315	Tax Assessor Supervisor	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
4322	Tax Auditor II	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
4323	Tax Auditor III	EX	MAR5_10	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
4312	Tax Specialist I	NEX	MAR5_7	\$21.58	\$27.28	\$32.97	\$44,886.40	\$56,732.00	\$68,577.60
4311	Tax Specialist II	NEX	MAR5_9	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
1020	Technology Business Relationship Management Coordinator	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
1041	Technology Manager	EX	58	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
1045	Technology Manager II	EX	76	\$45.87	\$65.40	\$84.92	\$95,409.60	\$136,021.60	\$176,633.60
1039	Technology Program Manager	EX	75	\$38.78	\$52.08	\$65.38	\$80,662.40	\$108,326.40	\$135,990.40
0134	Telecommunications & Network Engineering Div Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
2980	Trades Manager/Leader I	NEX	62	\$22.26	\$32.17	\$42.07	\$46,300.80	\$66,903.20	\$87,505.60
2982	Trades Manager/Leader II	NEX	60	\$27.53	\$37.46	\$47.39	\$57,262.40	\$77,916.80	\$98,571.20
2150	Trades Worker I	NEX	2	\$12.26	\$15.50	\$18.73	\$25,500.80	\$32,229.60	\$38,958.40
2151	Trades Worker II	NEX	3	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40
2152	Trades Worker III	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
2153	Trades Worker IV	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00

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FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
8104	Traffic Engineering Manager	EX	90	\$40.83	\$53.11	\$65.38	\$84,926.40	\$110,458.40	\$135,990.40
2723	Traffic Sign Fabricator	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2726	Traffic Signal Field Technician	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
2722	Traffic Signal Repairer	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
2731	Traffic Sys Specialist	NEX	MAR20_8	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
2710	Traffic Systems Analyst	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
8121	Transit Services Manager	EX	79	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
8130	Transportation Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
0207	Transportation Engineering & Operations Bureau Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
8126	Transportation Planning & Analysis Manager	EX	79	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
8125	Transportation Planning Bureau Chief	EX	XMAP2	\$46.14	\$62.79	\$79.44	\$95,971.20	\$130,603.20	\$165,235.20
8122	Transportation Program Manager	EX	79	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
0400	Treasurer	EX	CONST						
0404	Treasurer - Invest And Acct Deputy	EX	MAR10_17	\$40.89	\$51.68	\$62.47	\$85,051.20	\$107,494.40	\$129,937.60
0402	Treasurer Chief Deputy	EX	MAR10_18	\$42.49	\$53.70	\$64.90	\$88,379.20	\$111,685.60	\$134,992.00
0403	Treasurer Compliance Deputy	EX	MAR10_16	\$39.33	\$49.69	\$60.05	\$81,806.40	\$103,355.20	\$124,904.00
0401	Treasurer Operations Deputy	EX	MAR10_16	\$39.33	\$49.69	\$60.05	\$81,806.40	\$103,355.20	\$124,904.00
0405	Treasurer Technology Deputy	EX	MAR10_16	\$39.33	\$49.69	\$60.05	\$81,806.40	\$103,355.20	\$124,904.00
4811	Treasury Program Supervisor I	NEX	MAR5_7	\$21.58	\$27.28	\$32.97	\$44,886.40	\$56,732.00	\$68,577.60
4812	Treasury Program Supervisor II	NEX	MAR5_8	\$23.38	\$29.54	\$35.69	\$48,630.40	\$61,432.80	\$74,235.20
4822	Treasury Specialist I	NEX	MAR5_5	\$17.91	\$22.64	\$27.36	\$37,252.80	\$47,080.80	\$56,908.80
4823	Treasury Specialist II	NEX	MAR5_6	\$19.70	\$24.91	\$30.11	\$40,976.00	\$51,802.40	\$62,628.80
2923	Tree Maintenance Worker	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
7560	Urban Forester	EX	MAR10_10	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
1454	Utility Billing & Customer Service Manager	EX	33	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
9416	Victim Specialist I	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
9150	Victim Specialist II	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
7004	Virtual Library Services Manager	EX	XMAP1	\$42.75	\$56.63	\$70.50	\$88,920.00	\$117,780.00	\$146,640.00
6671	Volunteer Services Program Coordinator	EX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
1310	Warehouse Coordinator	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
1321	Warehouse Supervisor	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
1326	Warehouse Technician I	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
2662	Wastewater Maintenance Technician	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
0203	Water, Sewer and Streets Bureau Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
8230	Water/Sewer Records Coordinator	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
1009	Web Developer	EX	MAR30_10	\$33.48	\$42.31	\$51.13	\$69,638.40	\$87,994.40	\$106,350.40
2431	Welder	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00

*Employees on the Arlington County General Scale must be paid at least the County base rate of \$15.00.

FY2019 Class List (Effective 1-JULY-2018)

Class	Title	FLSA	Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
6687	WIC Program Supervisor	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
2605	WPCP Operations Specialist	EX	MAR10_11	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
2351	WSS Equipment Mechanic I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2352	WSS Equipment Mechanic II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
2355	WSS Equipment Operator I	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2361	WSS Equipment Operator II	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
2342	WSS Technician II	NEX	4	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
2343	WSS Technician III	NEX	5	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
2345	WSS Technician IV	NEX	6	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
2346	WSS Technician V	NEX	7	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
0311	Zoning Division Chief	EX	SMAP	\$47.67	\$68.58	\$89.48	\$99,153.60	\$142,636.00	\$186,118.40
5610	Zoning Inspector I	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
5611	Zoning Inspector II	NEX	10	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
3151	Zoning Plan Reviewer	NEX	9	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
3111	Zoning Technician	NEX	8	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20

*Employees on the Arlington County General Scale must be paid at least the County base rate of \$15.00.

FY 2019 Arlington County Pay Scales

		Hourly Rates			Annual Rates		
Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	0%	\$11.30	\$14.29	\$17.27	\$23,504.00	\$29,712.80	\$35,921.60
2	0%	\$12.26	\$15.50	\$18.73	\$25,500.80	\$32,229.60	\$38,958.40
3	0%	\$13.76	\$17.40	\$21.03	\$28,620.80	\$36,181.60	\$43,742.40
4	0%	\$15.28	\$19.31	\$23.33	\$31,782.40	\$40,154.40	\$48,526.40
5	0%	\$17.05	\$21.55	\$26.05	\$35,464.00	\$44,824.00	\$54,184.00
6	0%	\$18.76	\$23.72	\$28.67	\$39,020.80	\$49,327.20	\$59,633.60
7	0%	\$20.55	\$25.98	\$31.40	\$42,744.00	\$54,028.00	\$65,312.00
8	0%	\$22.26	\$28.13	\$33.99	\$46,300.80	\$58,500.00	\$70,699.20
9	0%	\$23.96	\$30.29	\$36.62	\$49,836.80	\$63,003.20	\$76,169.60
10	0%	\$25.75	\$32.54	\$39.33	\$53,560.00	\$67,683.20	\$81,806.40
11	0%	\$27.53	\$34.80	\$42.07	\$57,262.40	\$72,384.00	\$87,505.60
12	0%	\$29.32	\$37.05	\$44.77	\$60,985.60	\$77,053.60	\$93,121.60
13	0%	\$31.02	\$39.21	\$47.39	\$64,521.60	\$81,546.40	\$98,571.20
14	0%	\$32.66	\$41.28	\$49.89	\$67,932.80	\$85,852.00	\$103,771.20
15	0%	\$34.24	\$43.27	\$52.30	\$71,219.20	\$90,001.60	\$108,784.00
16	0%	\$35.75	\$45.17	\$54.59	\$74,360.00	\$93,953.60	\$113,547.20
17	0%	\$37.17	\$46.98	\$56.79	\$77,313.60	\$97,718.40	\$118,123.20
18	0%	\$38.62	\$48.81	\$59.00	\$80,329.60	\$101,524.80	\$122,720.00
19	0%	\$40.12	\$50.71	\$61.30	\$83,449.60	\$105,476.80	\$127,504.00
20	0%	\$41.70	\$52.70	\$63.70	\$86,736.00	\$109,616.00	\$132,496.00
21	0%	\$43.33	\$54.77	\$66.20	\$90,126.40	\$113,911.20	\$137,696.00
22	0%	\$45.05	\$56.94	\$68.83	\$93,704.00	\$118,435.20	\$143,166.40
23	0%	\$47.10	\$59.53	\$71.96	\$97,968.00	\$123,822.40	\$149,676.80
24	0%	\$50.54	\$63.87	\$77.20	\$105,123.20	\$132,849.60	\$160,576.00
1	5%	\$11.87	\$15.01	\$18.14	\$24,689.60	\$31,210.40	\$37,731.20
2	5%	\$12.88	\$16.28	\$19.67	\$26,790.40	\$33,852.00	\$40,913.60
3	5%	\$14.45	\$18.27	\$22.09	\$30,056.00	\$38,001.60	\$45,947.20
4	5%	\$16.05	\$20.28	\$24.50	\$33,384.00	\$42,172.00	\$50,960.00
5	5%	\$17.91	\$22.64	\$27.36	\$37,252.80	\$47,080.80	\$56,908.80
6	5%	\$19.70	\$24.91	\$30.11	\$40,976.00	\$51,802.40	\$62,628.80
7	5%	\$21.58	\$27.28	\$32.97	\$44,886.40	\$56,732.00	\$68,577.60
8	5%	\$23.38	\$29.54	\$35.69	\$48,630.40	\$61,432.80	\$74,235.20
9	5%	\$25.16	\$31.81	\$38.46	\$52,332.80	\$66,164.80	\$79,996.80
10	5%	\$27.04	\$34.17	\$41.30	\$56,243.20	\$71,073.60	\$85,904.00
11	5%	\$28.91	\$36.55	\$44.18	\$60,132.80	\$76,013.60	\$91,894.40
12	5%	\$30.79	\$38.90	\$47.01	\$64,043.20	\$80,912.00	\$97,780.80
13	5%	\$32.58	\$41.17	\$49.76	\$67,766.40	\$85,633.60	\$103,500.80
14	5%	\$34.30	\$43.35	\$52.39	\$71,344.00	\$90,157.60	\$108,971.20
15	5%	\$35.96	\$45.44	\$54.92	\$74,796.80	\$94,515.20	\$114,233.60
16	5%	\$37.54	\$47.43	\$57.32	\$78,083.20	\$98,654.40	\$119,225.60
17	5%	\$39.03	\$49.33	\$59.63	\$81,182.40	\$102,606.40	\$124,030.40
18	5%	\$40.56	\$51.26	\$61.95	\$84,364.80	\$106,610.40	\$128,856.00
19	5%	\$42.13	\$53.25	\$64.37	\$87,630.40	\$110,760.00	\$133,889.60
20	5%	\$43.79	\$55.34	\$66.89	\$91,083.20	\$115,107.20	\$139,131.20
21	5%	\$45.50	\$57.51	\$69.51	\$94,640.00	\$119,610.40	\$144,580.80
22	5%	\$47.31	\$59.80	\$72.28	\$98,404.80	\$124,373.60	\$150,342.40
23	5%	\$49.46	\$62.51	\$75.56	\$102,876.80	\$130,020.80	\$157,164.80
24	5%	\$53.07	\$67.07	\$81.06	\$110,385.60	\$139,495.20	\$168,604.80

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.

FY 2019 Arlington County Pay Scales

Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	10%	\$12.43	\$15.72	\$19.00	\$25,854.40	\$32,687.20	\$39,520.00
2	10%	\$13.49	\$17.05	\$20.61	\$28,059.20	\$35,464.00	\$42,868.80
3	10%	\$15.14	\$19.14	\$23.14	\$31,491.20	\$39,811.20	\$48,131.20
4	10%	\$16.81	\$21.24	\$25.67	\$34,964.80	\$44,179.20	\$53,393.60
5	10%	\$18.76	\$23.71	\$28.66	\$39,020.80	\$49,316.80	\$59,612.80
6	10%	\$20.64	\$26.09	\$31.54	\$42,931.20	\$54,267.20	\$65,603.20
7	10%	\$22.61	\$28.58	\$34.54	\$47,028.80	\$59,436.00	\$71,843.20
8	10%	\$24.49	\$30.94	\$37.39	\$50,939.20	\$64,355.20	\$77,771.20
9	10%	\$26.36	\$33.33	\$40.29	\$54,828.80	\$69,316.00	\$83,803.20
10	10%	\$28.33	\$35.80	\$43.27	\$58,926.40	\$74,464.00	\$90,001.60
11	10%	\$30.29	\$38.29	\$46.28	\$63,003.20	\$79,632.80	\$96,262.40
12	10%	\$32.26	\$40.76	\$49.25	\$67,100.80	\$84,770.40	\$102,440.00
13	10%	\$34.13	\$43.13	\$52.13	\$70,990.40	\$89,710.40	\$108,430.40
14	10%	\$35.93	\$45.41	\$54.88	\$74,734.40	\$94,442.40	\$114,150.40
15	10%	\$37.67	\$47.60	\$57.53	\$78,353.60	\$99,008.00	\$119,662.40
16	10%	\$39.33	\$49.69	\$60.05	\$81,806.40	\$103,355.20	\$124,904.00
17	10%	\$40.89	\$51.68	\$62.47	\$85,051.20	\$107,494.40	\$129,937.60
18	10%	\$42.49	\$53.70	\$64.90	\$88,379.20	\$111,685.60	\$134,992.00
19	10%	\$44.14	\$55.79	\$67.43	\$91,811.20	\$116,032.80	\$140,254.40
20	10%	\$45.87	\$57.97	\$70.07	\$95,409.60	\$120,577.60	\$145,745.60
21	10%	\$47.67	\$60.25	\$72.82	\$99,153.60	\$125,309.60	\$151,465.60
22	10%	\$49.56	\$62.64	\$75.72	\$103,084.80	\$130,291.20	\$157,497.60
23	10%	\$51.81	\$65.49	\$79.16	\$107,764.80	\$136,208.80	\$164,652.80
24	10%	\$55.60	\$70.26	\$84.92	\$115,648.00	\$146,140.80	\$176,633.60
1	15%	\$13.00	\$16.44	\$19.87	\$27,040.00	\$34,184.80	\$41,329.60
2	15%	\$14.10	\$17.82	\$21.54	\$29,328.00	\$37,065.60	\$44,803.20
3	15%	\$15.83	\$20.01	\$24.19	\$32,926.40	\$41,620.80	\$50,315.20
4	15%	\$17.58	\$22.21	\$26.83	\$36,566.40	\$46,186.40	\$55,806.40
5	15%	\$19.61	\$24.79	\$29.96	\$40,788.80	\$51,552.80	\$62,316.80
6	15%	\$21.58	\$27.28	\$32.98	\$44,886.40	\$56,742.40	\$68,598.40
7	15%	\$23.64	\$29.88	\$36.11	\$49,171.20	\$62,140.00	\$75,108.80
8	15%	\$25.60	\$32.35	\$39.09	\$53,248.00	\$67,277.60	\$81,307.20
9	15%	\$27.56	\$34.84	\$42.12	\$57,324.80	\$72,467.20	\$87,609.60
10	15%	\$29.62	\$37.43	\$45.23	\$61,609.60	\$77,844.00	\$94,078.40
11	15%	\$31.66	\$40.03	\$48.39	\$65,852.80	\$83,252.00	\$100,651.20
12	15%	\$33.72	\$42.61	\$51.49	\$70,137.60	\$88,618.40	\$107,099.20
13	15%	\$35.68	\$45.09	\$54.50	\$74,214.40	\$93,787.20	\$113,360.00
14	15%	\$37.56	\$47.47	\$57.38	\$78,124.80	\$98,737.60	\$119,350.40
15	15%	\$39.38	\$49.77	\$60.15	\$81,910.40	\$103,511.20	\$125,112.00
16	15%	\$41.12	\$51.95	\$62.78	\$85,529.60	\$108,056.00	\$130,582.40
17	15%	\$42.75	\$54.03	\$65.31	\$88,920.00	\$112,382.40	\$135,844.80
18	15%	\$44.42	\$56.14	\$67.85	\$92,393.60	\$116,760.80	\$141,128.00
19	15%	\$46.14	\$58.32	\$70.50	\$95,971.20	\$121,305.60	\$146,640.00
20	15%	\$47.96	\$60.61	\$73.26	\$99,756.80	\$126,068.80	\$152,380.80
21	15%	\$49.83	\$62.98	\$76.13	\$103,646.40	\$130,998.40	\$158,350.40
22	15%	\$51.81	\$65.49	\$79.16	\$107,764.80	\$136,208.80	\$164,652.80
23	15%	\$54.17	\$68.47	\$82.76	\$112,673.60	\$142,407.20	\$172,140.80
24	15%	\$58.13	\$73.46	\$88.78	\$120,910.40	\$152,786.40	\$184,662.40

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.

FY 2019 Arlington County Pay Scales

Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	20%	\$13.56	\$17.15	\$20.73	\$28,204.80	\$35,661.60	\$43,118.40
2	20%	\$14.72	\$18.60	\$22.48	\$30,617.60	\$38,688.00	\$46,758.40
3	20%	\$16.52	\$20.88	\$25.24	\$34,361.60	\$43,430.40	\$52,499.20
4	20%	\$18.34	\$23.17	\$28.00	\$38,147.20	\$48,193.60	\$58,240.00
5	20%	\$20.46	\$25.86	\$31.26	\$42,556.80	\$53,788.80	\$65,020.80
6	20%	\$22.52	\$28.47	\$34.41	\$46,841.60	\$59,207.20	\$71,572.80
7	20%	\$24.66	\$31.17	\$37.68	\$51,292.80	\$64,833.60	\$78,374.40
8	20%	\$26.72	\$33.76	\$40.79	\$55,577.60	\$70,210.40	\$84,843.20
9	20%	\$28.76	\$36.36	\$43.95	\$59,820.80	\$75,618.40	\$91,416.00
10	20%	\$30.90	\$39.05	\$47.20	\$64,272.00	\$81,224.00	\$98,176.00
11	20%	\$33.04	\$41.77	\$50.49	\$68,723.20	\$86,871.20	\$105,019.20
12	20%	\$35.19	\$44.46	\$53.73	\$73,195.20	\$92,476.80	\$111,758.40
13	20%	\$37.23	\$47.05	\$56.87	\$77,438.40	\$97,864.00	\$118,289.60
14	20%	\$39.20	\$49.54	\$59.87	\$81,536.00	\$103,032.80	\$124,529.60
15	20%	\$41.09	\$51.93	\$62.76	\$85,467.20	\$108,004.00	\$130,540.80
16	20%	\$42.90	\$54.21	\$65.51	\$89,232.00	\$112,746.40	\$136,260.80
17	20%	\$44.61	\$56.38	\$68.15	\$92,788.80	\$117,270.40	\$141,752.00
18	20%	\$46.35	\$58.58	\$70.80	\$96,408.00	\$121,836.00	\$147,264.00
19	20%	\$48.15	\$60.86	\$73.56	\$100,152.00	\$126,578.40	\$153,004.80
20	20%	\$50.04	\$63.24	\$76.44	\$104,083.20	\$131,539.20	\$158,995.20
21	20%	\$52.00	\$65.72	\$79.44	\$108,160.00	\$136,697.60	\$165,235.20
22	20%	\$54.06	\$68.33	\$82.60	\$112,444.80	\$142,126.40	\$171,808.00
23	20%	\$56.52	\$71.44	\$86.36	\$117,561.60	\$148,595.20	\$179,628.80
24	20%	\$60.65	\$76.65	\$92.64	\$126,152.00	\$159,421.60	\$192,691.20
1	25%	\$14.13	\$17.86	\$21.59	\$29,390.40	\$37,148.80	\$44,907.20
2	25%	\$15.33	\$19.38	\$23.42	\$31,886.40	\$40,300.00	\$48,713.60
3	25%	\$17.20	\$21.75	\$26.29	\$35,776.00	\$45,229.60	\$54,683.20
4	25%	\$19.10	\$24.14	\$29.17	\$39,728.00	\$50,200.80	\$60,673.60
5	25%	\$21.32	\$26.95	\$32.57	\$44,345.60	\$56,045.60	\$67,745.60
6	25%	\$23.45	\$29.65	\$35.84	\$48,776.00	\$61,661.60	\$74,547.20
7	25%	\$25.69	\$32.47	\$39.25	\$53,435.20	\$67,537.60	\$81,640.00
8	25%	\$27.83	\$35.16	\$42.49	\$57,886.40	\$73,132.80	\$88,379.20
9	25%	\$29.95	\$37.87	\$45.78	\$62,296.00	\$78,759.20	\$95,222.40
10	25%	\$32.19	\$40.68	\$49.17	\$66,955.20	\$84,614.40	\$102,273.60
11	25%	\$34.42	\$43.51	\$52.59	\$71,593.60	\$90,490.40	\$109,387.20
12	25%	\$36.65	\$46.31	\$55.97	\$76,232.00	\$96,324.80	\$116,417.60
13	25%	\$38.78	\$49.01	\$59.24	\$80,662.40	\$101,940.80	\$123,219.20
14	25%	\$40.83	\$51.60	\$62.37	\$84,926.40	\$107,328.00	\$129,729.60
15	25%	\$42.80	\$54.09	\$65.38	\$89,024.00	\$112,507.20	\$135,990.40
16	25%	\$44.69	\$56.47	\$68.24	\$92,955.20	\$117,447.20	\$141,939.20
17	25%	\$46.47	\$58.73	\$70.99	\$96,657.60	\$122,158.40	\$147,659.20
18	25%	\$48.28	\$61.02	\$73.75	\$100,422.40	\$126,911.20	\$153,400.00
19	25%	\$50.15	\$63.39	\$76.63	\$104,312.00	\$131,851.20	\$159,390.40
20	25%	\$52.13	\$65.88	\$79.63	\$108,430.40	\$137,030.40	\$165,630.40
21	25%	\$54.17	\$68.46	\$82.75	\$112,673.60	\$142,396.80	\$172,120.00
22	25%	\$56.32	\$71.18	\$86.04	\$117,145.60	\$148,054.40	\$178,963.20
23	25%	\$58.88	\$74.42	\$89.95	\$122,470.40	\$154,783.20	\$187,096.00
24	25%	\$63.18	\$79.84	\$96.50	\$131,414.40	\$166,067.20	\$200,720.00

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.

FY 2019 Arlington County Pay Scales

Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	30%	\$14.69	\$18.58	\$22.46	\$30,555.20	\$38,636.00	\$46,716.80
2	30%	\$15.94	\$20.15	\$24.35	\$33,155.20	\$41,901.60	\$50,648.00
3	30%	\$17.89	\$22.62	\$27.34	\$37,211.20	\$47,039.20	\$56,867.20
4	30%	\$19.87	\$25.10	\$30.33	\$41,329.60	\$52,208.00	\$63,086.40
5	30%	\$22.17	\$28.02	\$33.87	\$46,113.60	\$58,281.60	\$70,449.60
6	30%	\$24.39	\$30.84	\$37.28	\$50,731.20	\$64,136.80	\$77,542.40
7	30%	\$26.72	\$33.77	\$40.82	\$55,577.60	\$70,241.60	\$84,905.60
8	30%	\$28.94	\$36.57	\$44.19	\$60,195.20	\$76,055.20	\$91,915.20
9	30%	\$31.15	\$39.38	\$47.61	\$64,792.00	\$81,910.40	\$99,028.80
10	30%	\$33.48	\$42.31	\$51.13	\$69,638.40	\$87,994.40	\$106,350.40
11	30%	\$35.79	\$45.25	\$54.70	\$74,443.20	\$94,109.60	\$113,776.00
12	30%	\$38.12	\$48.17	\$58.21	\$79,289.60	\$100,183.20	\$121,076.80
13	30%	\$40.33	\$50.97	\$61.61	\$83,886.40	\$106,017.60	\$128,148.80
14	30%	\$42.46	\$53.66	\$64.86	\$88,316.80	\$111,612.80	\$134,908.80
15	30%	\$44.52	\$56.26	\$67.99	\$92,601.60	\$117,010.40	\$141,419.20
16	30%	\$46.48	\$58.73	\$70.97	\$96,678.40	\$122,148.00	\$147,617.60
17	30%	\$48.33	\$61.08	\$73.83	\$100,526.40	\$127,046.40	\$153,566.40
18	30%	\$50.21	\$63.46	\$76.70	\$104,436.80	\$131,986.40	\$159,536.00
19	30%	\$52.16	\$65.93	\$79.69	\$108,492.80	\$137,124.00	\$165,755.20
20	30%	\$54.21	\$68.51	\$82.81	\$112,756.80	\$142,500.80	\$172,244.80
21	30%	\$56.33	\$71.20	\$86.06	\$117,166.40	\$148,085.60	\$179,004.80
22	30%	\$58.57	\$74.03	\$89.48	\$121,825.60	\$153,972.00	\$186,118.40
23	30%	\$61.23	\$77.39	\$93.55	\$127,358.40	\$160,971.20	\$194,584.00
24	30%	\$65.71	\$83.04	\$100.36	\$136,676.80	\$172,712.80	\$208,748.80
1	35%	\$15.26	\$19.29	\$23.32	\$31,740.80	\$40,123.20	\$48,505.60
2	35%	\$16.56	\$20.93	\$25.29	\$34,444.80	\$43,524.00	\$52,603.20
3	35%	\$18.58	\$23.49	\$28.40	\$38,646.40	\$48,859.20	\$59,072.00
4	35%	\$20.63	\$26.07	\$31.50	\$42,910.40	\$54,215.20	\$65,520.00
5	35%	\$23.02	\$29.10	\$35.17	\$47,881.60	\$60,517.60	\$73,153.60
6	35%	\$25.33	\$32.02	\$38.71	\$52,686.40	\$66,601.60	\$80,516.80
7	35%	\$27.75	\$35.07	\$42.39	\$57,720.00	\$72,945.60	\$88,171.20
8	35%	\$30.06	\$37.98	\$45.89	\$62,524.80	\$78,988.00	\$95,451.20
9	35%	\$32.35	\$40.90	\$49.44	\$67,288.00	\$85,061.60	\$102,835.20
10	35%	\$34.77	\$43.94	\$53.10	\$72,321.60	\$91,384.80	\$110,448.00
11	35%	\$37.17	\$46.99	\$56.80	\$77,313.60	\$97,728.80	\$118,144.00
12	35%	\$39.59	\$50.02	\$60.44	\$82,347.20	\$104,031.20	\$125,715.20
13	35%	\$41.88	\$52.93	\$63.98	\$87,110.40	\$110,094.40	\$133,078.40
14	35%	\$44.10	\$55.73	\$67.36	\$91,728.00	\$115,918.40	\$140,108.80
15	35%	\$46.23	\$58.42	\$70.61	\$96,158.40	\$121,513.60	\$146,868.80
16	35%	\$48.27	\$60.99	\$73.70	\$100,401.60	\$126,848.80	\$153,296.00
17	35%	\$50.18	\$63.43	\$76.67	\$104,374.40	\$131,924.00	\$159,473.60
18	35%	\$52.14	\$65.90	\$79.65	\$108,451.20	\$137,061.60	\$165,672.00
19	35%	\$54.17	\$68.47	\$82.76	\$112,673.60	\$142,407.20	\$172,140.80
20	35%	\$56.30	\$71.15	\$86.00	\$117,104.00	\$147,992.00	\$178,880.00
21	35%	\$58.50	\$73.94	\$89.37	\$121,680.00	\$153,784.80	\$185,889.60
22	35%	\$60.82	\$76.88	\$92.93	\$126,505.60	\$159,900.00	\$193,294.40
23	35%	\$63.59	\$80.37	\$97.15	\$132,267.20	\$167,169.60	\$202,072.00
24	35%	\$68.23	\$86.23	\$104.22	\$141,918.40	\$179,348.00	\$216,777.60

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.

FY 2019 Arlington County Pay Scales

Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	40%	\$15.82	\$20.00	\$24.18	\$32,905.60	\$41,600.00	\$50,294.40
2	40%	\$17.17	\$21.70	\$26.23	\$35,713.60	\$45,136.00	\$54,558.40
3	40%	\$19.27	\$24.36	\$29.45	\$40,081.60	\$50,668.80	\$61,256.00
4	40%	\$21.40	\$27.04	\$32.67	\$44,512.00	\$56,232.80	\$67,953.60
5	40%	\$23.87	\$30.17	\$36.47	\$49,649.60	\$62,753.60	\$75,857.60
6	40%	\$26.27	\$33.21	\$40.14	\$54,641.60	\$69,066.40	\$83,491.20
7	40%	\$28.77	\$36.37	\$43.96	\$59,841.60	\$75,639.20	\$91,436.80
8	40%	\$31.17	\$39.38	\$47.59	\$64,833.60	\$81,910.40	\$98,987.20
9	40%	\$33.55	\$42.41	\$51.27	\$69,784.00	\$88,212.80	\$106,641.60
10	40%	\$36.05	\$45.56	\$55.07	\$74,984.00	\$94,764.80	\$114,545.60
11	40%	\$38.55	\$48.73	\$58.90	\$80,184.00	\$101,348.00	\$122,512.00
12	40%	\$41.05	\$51.87	\$62.68	\$85,384.00	\$107,879.20	\$130,374.40
13	40%	\$43.43	\$54.89	\$66.35	\$90,334.40	\$114,171.20	\$138,008.00
14	40%	\$45.73	\$57.79	\$69.85	\$95,118.40	\$120,203.20	\$145,288.00
15	40%	\$47.94	\$60.58	\$73.22	\$99,715.20	\$126,006.40	\$152,297.60
16	40%	\$50.05	\$63.24	\$76.43	\$104,104.00	\$131,539.20	\$158,974.40
17	40%	\$52.04	\$65.78	\$79.51	\$108,243.20	\$136,812.00	\$165,380.80
18	40%	\$54.07	\$68.34	\$82.60	\$112,465.60	\$142,136.80	\$171,808.00
19	40%	\$56.17	\$71.00	\$85.82	\$116,833.60	\$147,669.60	\$178,505.60
20	40%	\$58.38	\$73.78	\$89.18	\$121,430.40	\$153,462.40	\$185,494.40
21	40%	\$60.67	\$76.68	\$92.68	\$126,193.60	\$159,484.00	\$192,774.40
22	40%	\$63.07	\$79.72	\$96.37	\$131,185.60	\$165,817.60	\$200,449.60
23	40%	\$65.94	\$83.35	\$100.75	\$137,155.20	\$173,357.60	\$209,560.00
24	40%	\$70.76	\$89.42	\$108.08	\$147,180.80	\$185,993.60	\$224,806.40
1	45%	\$16.39	\$20.72	\$25.05	\$34,091.20	\$43,097.60	\$52,104.00
2	45%	\$17.78	\$22.47	\$27.16	\$36,982.40	\$46,737.60	\$56,492.80
3	45%	\$19.96	\$25.23	\$30.50	\$41,516.80	\$52,478.40	\$63,440.00
4	45%	\$22.16	\$28.00	\$33.83	\$46,092.80	\$58,229.60	\$70,366.40
5	45%	\$24.73	\$31.26	\$37.78	\$51,438.40	\$65,010.40	\$78,582.40
6	45%	\$27.21	\$34.40	\$41.58	\$56,596.80	\$71,541.60	\$86,486.40
7	45%	\$29.80	\$37.67	\$45.53	\$61,984.00	\$78,343.20	\$94,702.40
8	45%	\$32.28	\$40.79	\$49.29	\$67,142.40	\$84,832.80	\$102,523.20
9	45%	\$34.75	\$43.93	\$53.10	\$72,280.00	\$91,364.00	\$110,448.00
10	45%	\$37.34	\$47.19	\$57.03	\$77,667.20	\$98,144.80	\$118,622.40
11	45%	\$39.92	\$50.47	\$61.01	\$83,033.60	\$104,967.20	\$126,900.80
12	45%	\$42.52	\$53.72	\$64.92	\$88,441.60	\$111,737.60	\$135,033.60
13	45%	\$44.98	\$56.85	\$68.72	\$93,558.40	\$118,248.00	\$142,937.60
14	45%	\$47.36	\$59.86	\$72.35	\$98,508.80	\$124,498.40	\$150,488.00
15	45%	\$49.65	\$62.75	\$75.84	\$103,272.00	\$130,509.60	\$157,747.20
16	45%	\$51.84	\$65.50	\$79.16	\$107,827.20	\$136,240.00	\$164,652.80
17	45%	\$53.90	\$68.13	\$82.35	\$112,112.00	\$141,700.00	\$171,288.00
18	45%	\$56.00	\$70.78	\$85.55	\$116,480.00	\$147,212.00	\$177,944.00
19	45%	\$58.18	\$73.54	\$88.89	\$121,014.40	\$152,952.80	\$184,891.20
20	45%	\$60.47	\$76.42	\$92.37	\$125,777.60	\$158,953.60	\$192,129.60
21	45%	\$62.83	\$79.41	\$95.99	\$130,686.40	\$165,172.80	\$199,659.20
22	45%	\$65.33	\$82.57	\$99.81	\$135,886.40	\$171,745.60	\$207,604.80
23	45%	\$68.30	\$86.33	\$104.35	\$142,064.00	\$179,556.00	\$217,048.00
24	45%	\$73.29	\$92.62	\$111.94	\$152,443.20	\$192,639.20	\$232,835.20

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.

FY 2019 Arlington County Pay Scales

Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	50%	\$16.95	\$21.43	\$25.91	\$35,256.00	\$44,574.40	\$53,892.80
2	50%	\$18.39	\$23.25	\$28.10	\$38,251.20	\$48,349.60	\$58,448.00
3	50%	\$20.64	\$26.10	\$31.55	\$42,931.20	\$54,277.60	\$65,624.00
4	50%	\$22.92	\$28.96	\$35.00	\$47,673.60	\$60,236.80	\$72,800.00
5	50%	\$25.58	\$32.33	\$39.08	\$53,206.40	\$67,246.40	\$81,286.40
6	50%	\$28.14	\$35.58	\$43.01	\$58,531.20	\$73,996.00	\$89,460.80
7	50%	\$30.83	\$38.97	\$47.10	\$64,126.40	\$81,047.20	\$97,968.00
8	50%	\$33.39	\$42.19	\$50.99	\$69,451.20	\$87,755.20	\$106,059.20
9	50%	\$35.94	\$45.44	\$54.93	\$74,755.20	\$94,504.80	\$114,254.40
10	50%	\$38.63	\$48.82	\$59.00	\$80,350.40	\$101,535.20	\$122,720.00
11	50%	\$41.30	\$52.21	\$63.11	\$85,904.00	\$108,586.40	\$131,268.80
12	50%	\$43.98	\$55.57	\$67.16	\$91,478.40	\$115,585.60	\$139,692.80
13	50%	\$46.53	\$58.81	\$71.09	\$96,782.40	\$122,324.80	\$147,867.20
14	50%	\$48.99	\$61.92	\$74.84	\$101,899.20	\$128,783.20	\$155,667.20
15	50%	\$51.36	\$64.91	\$78.45	\$106,828.80	\$135,002.40	\$163,176.00
16	50%	\$53.63	\$67.76	\$81.89	\$111,550.40	\$140,940.80	\$170,331.20
17	50%	\$55.76	\$70.48	\$85.19	\$115,980.80	\$146,588.00	\$177,195.20
18	50%	\$57.93	\$73.22	\$88.50	\$120,494.40	\$152,287.20	\$184,080.00
19	50%	\$60.18	\$76.07	\$91.95	\$125,174.40	\$158,215.20	\$191,256.00
20	50%	\$62.55	\$79.05	\$95.55	\$130,104.00	\$164,424.00	\$198,744.00
21	50%	\$65.00	\$82.15	\$99.30	\$135,200.00	\$170,872.00	\$206,544.00
22	50%	\$67.58	\$85.42	\$103.25	\$140,566.40	\$177,663.20	\$214,760.00
23	50%	\$70.65	\$89.30	\$107.94	\$146,952.00	\$185,733.60	\$224,515.20
24	50%	\$75.81	\$95.81	\$115.80	\$157,684.80	\$199,274.40	\$240,864.00
1	55%	\$17.52	\$22.15	\$26.77	\$36,441.60	\$46,061.60	\$55,681.60
2	55%	\$19.01	\$24.03	\$29.04	\$39,540.80	\$49,972.00	\$60,403.20
3	55%	\$21.33	\$26.97	\$32.60	\$44,366.40	\$56,087.20	\$67,808.00
4	55%	\$23.69	\$29.93	\$36.17	\$49,275.20	\$62,254.40	\$75,233.60
5	55%	\$26.43	\$33.41	\$40.38	\$54,974.40	\$69,482.40	\$83,990.40
6	55%	\$29.08	\$36.76	\$44.44	\$60,486.40	\$76,460.80	\$92,435.20
7	55%	\$31.86	\$40.27	\$48.67	\$66,268.80	\$83,751.20	\$101,233.60
8	55%	\$34.51	\$43.60	\$52.69	\$71,780.80	\$90,688.00	\$109,595.20
9	55%	\$37.14	\$46.96	\$56.77	\$77,251.20	\$97,666.40	\$118,081.60
10	55%	\$39.92	\$50.45	\$60.97	\$83,033.60	\$104,925.60	\$126,817.60
11	55%	\$42.68	\$53.95	\$65.21	\$88,774.40	\$112,205.60	\$135,636.80
12	55%	\$45.45	\$57.43	\$69.40	\$94,536.00	\$119,444.00	\$144,352.00
13	55%	\$48.09	\$60.78	\$73.46	\$100,027.20	\$126,412.00	\$152,796.80
14	55%	\$50.63	\$63.98	\$77.33	\$105,310.40	\$133,078.40	\$160,846.40
15	55%	\$53.08	\$67.08	\$81.07	\$110,406.40	\$139,516.00	\$168,625.60
16	55%	\$55.42	\$70.02	\$84.62	\$115,273.60	\$145,641.60	\$176,009.60
17	55%	\$57.62	\$72.83	\$88.03	\$119,849.60	\$151,476.00	\$183,102.40
18	55%	\$59.87	\$75.66	\$91.45	\$124,529.60	\$157,372.80	\$190,216.00
19	55%	\$62.19	\$78.61	\$95.02	\$129,355.20	\$163,498.40	\$197,641.60
20	55%	\$64.64	\$81.69	\$98.74	\$134,451.20	\$169,915.20	\$205,379.20
21	55%	\$67.17	\$84.89	\$102.61	\$139,713.60	\$176,571.20	\$213,428.80
22	55%	\$69.83	\$88.26	\$106.69	\$145,246.40	\$183,580.80	\$221,915.20
23	55%	\$73.01	\$92.28	\$111.54	\$151,860.80	\$191,932.00	\$232,003.20
24	55%	\$78.34	\$99.00	\$119.66	\$162,947.20	\$205,920.00	\$248,892.80

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.

FY 2019 Arlington County Pay Scales

Grade	MAR	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	60%	\$18.08	\$22.86	\$27.64	\$37,606.40	\$47,548.80	\$57,491.20
2	60%	\$19.62	\$24.80	\$29.97	\$40,809.60	\$51,573.60	\$62,337.60
3	60%	\$22.02	\$27.84	\$33.65	\$45,801.60	\$57,896.80	\$69,992.00
4	60%	\$24.45	\$30.89	\$37.33	\$50,856.00	\$64,251.20	\$77,646.40
5	60%	\$27.28	\$34.48	\$41.68	\$56,742.40	\$71,718.40	\$86,694.40
6	60%	\$30.02	\$37.95	\$45.88	\$62,441.60	\$78,936.00	\$95,430.40
7	60%	\$32.88	\$41.56	\$50.24	\$68,390.40	\$86,444.80	\$104,499.20
8	60%	\$35.62	\$45.01	\$54.39	\$74,089.60	\$93,610.40	\$113,131.20
9	60%	\$38.34	\$48.47	\$58.60	\$79,747.20	\$100,817.60	\$121,888.00
10	60%	\$41.20	\$52.07	\$62.93	\$85,696.00	\$108,295.20	\$130,894.40
11	60%	\$44.05	\$55.69	\$67.32	\$91,624.00	\$115,824.80	\$140,025.60
12	60%	\$46.92	\$59.28	\$71.64	\$97,593.60	\$123,302.40	\$149,011.20
13	60%	\$49.64	\$62.74	\$75.83	\$103,251.20	\$130,488.80	\$157,726.40
14	60%	\$52.26	\$66.05	\$79.83	\$108,700.80	\$137,373.60	\$166,046.40
15	60%	\$54.79	\$69.24	\$83.68	\$113,963.20	\$144,008.80	\$174,054.40
16	60%	\$57.20	\$72.28	\$87.35	\$118,976.00	\$150,332.00	\$181,688.00
17	60%	\$59.48	\$75.18	\$90.87	\$123,718.40	\$156,364.00	\$189,009.60
18	60%	\$61.80	\$78.10	\$94.40	\$128,544.00	\$162,448.00	\$196,352.00
19	60%	\$64.20	\$81.14	\$98.08	\$133,536.00	\$168,771.20	\$204,006.40
20	60%	\$66.72	\$84.32	\$101.92	\$138,777.60	\$175,385.60	\$211,993.60
21	60%	\$69.33	\$87.63	\$105.92	\$144,206.40	\$182,260.00	\$220,313.60
22	60%	\$72.08	\$91.11	\$110.13	\$149,926.40	\$189,498.40	\$229,070.40
23	60%	\$75.36	\$95.25	\$115.14	\$156,748.80	\$198,120.00	\$239,491.20
24	60%	\$80.87	\$102.20	\$123.52	\$168,209.60	\$212,565.60	\$256,921.60

*Some grade minimums fall below the County base rate of \$15.00. The base rate should be applied in these cases.



FY2019 Sheriff's Department Pay Scale

For Sworn Sheriff Employees

Rank	Grade	Hourly Minimum	Hourly Maximum	Annual Minimum (2080 Hours)	Annual Maximum (2080 Hours)
Deputy Sheriff	S2	\$24.97	\$42.17	\$51,937.60	\$87,713.60
Deputy Sheriff Corporal	S3	\$26.22	\$44.27	\$54,537.60	\$92,081.60
Deputy Sheriff Sergeant	S5	\$30.28	\$51.14	\$62,982.40	\$106,371.20
Deputy Sheriff Lieutenant	XMAP1	\$42.75	\$70.50	\$88,920.00	\$146,640.00
Deputy Sheriff Captain	XMAP2	\$46.14	\$79.44	\$95,971.20	\$165,235.20
Deputy Sheriff Major	SMAP	\$47.67	\$89.48	\$99,153.60	\$186,118.40
Sheriff Chief Deputy	SMAP	\$47.67	\$89.48	\$99,153.60	\$186,118.40



FY2019 Police Department Pay Scale
For Sworn Police Employees

Rank	Grade	Hourly Minimum	Hourly Maximum	Annual Minimum (2080 Hours)	Annual Maximum (2080 Hours)
Police Officer	P2	\$26.41	\$43.84	\$54,932.80	\$91,187.20
Police Corporal	P3	\$27.73	\$46.03	\$57,678.40	\$95,742.40
Police Sergeant	P5	\$31.11	\$51.64	\$64,708.80	\$107,411.20
Police Lieutenant	XMAP1	\$42.75	\$70.50	\$88,920.00	\$146,640.00
Police Captain	XMAP2	\$46.14	\$79.44	\$95,971.20	\$165,235.20



FY2019 Fire Department Pay Scale
For Uniformed Fire Employees

Rank	Grade	Hourly Minimum (2080 Hours)	Hourly Maximum (2080 Hours)	Hourly Shift Rate Minimum* (2912 Hours)	Hourly Shift Rate Maximum* (2912 Hours)	Annual Minimum	Annual Maximum
Firefighter/EMT I	F1	\$24.35	\$41.13	\$17.39	\$29.38	\$50,648.00	\$85,550.40
Firefighter/EMT II	F2	\$25.82	\$43.60	\$18.44	\$31.14	\$53,705.60	\$90,688.00
Fire Marshal	F3	\$27.12	\$45.81	\$19.37	\$32.72	\$56,409.60	\$95,284.80
Firefighter/EMT III	F4	\$28.93	\$48.91	\$20.66	\$34.94	\$60,174.40	\$101,732.80
Fire/EMS Lieutenant	F5	\$31.52	\$53.24	\$22.51	\$38.03	\$65,561.60	\$110,739.20
Fire/EMS Captain I	F6	\$34.99	\$59.10	\$24.99	\$42.21	\$72,779.20	\$122,928.00
Fire/EMS Captain II	F7	\$38.83	\$65.58	\$27.74	\$46.84	\$80,766.40	\$136,406.40

*Shift Rate values are approximate due to rounding

FY 2019 Recreation Pay Scale - Effective July 1, 2018

Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Salary Minimum	Salary Midpoint	Salary Maximum
R1	\$13.27	\$15.12	\$16.96	\$27,601.60	\$31,439.20	\$35,276.80
R2	\$14.11	\$18.52	\$22.92	\$29,348.80	\$38,511.20	\$47,673.60
R3	\$15.75	\$20.68	\$25.60	\$32,760.00	\$43,004.00	\$53,248.00
R4	\$17.34	\$22.76	\$28.17	\$36,067.20	\$47,330.40	\$58,593.60
R5	\$18.97	\$24.91	\$30.85	\$39,457.60	\$51,812.80	\$64,168.00
R6	\$23.77	\$31.22	\$38.66	\$49,441.60	\$64,927.20	\$80,412.80
R7	\$20.56	\$26.99	\$33.41	\$42,764.80	\$56,128.80	\$69,492.80
R8	\$28.64	\$37.61	\$46.58	\$59,571.20	\$78,228.80	\$96,886.40

FY 2019 Special Schedule - Eff July 1, 2018

Grade	Minimum	Midpt	Maximum
EMAP	\$117,145.60	\$170,976.00	\$224,806.40
SMAP	\$99,153.60	\$142,636.00	\$186,118.40
XMAP1	\$88,920.00	\$117,780.00	\$146,640.00
XMAP2	\$95,971.20	\$130,603.20	\$165,235.20
XMAP3	\$112,673.60	\$184,797.60	\$256,921.60

Grade	Actual Annual	Annual Maximum
Chairman	\$60,661.89	\$65,278.49
Board Member	\$55,146.67	\$59,343.80

FY 2019 Special Schedule - Eff July 1, 2018

Class	Title	FLSA	Grade	Step	1	2	3	4
1986	Services Aide I	NEX	SvA	1 - 4	\$7.33	\$7.41	\$7.71	\$8.02
1987	Services Aide II	NEX	SvA	1 - 4	\$7.90	\$8.24	\$8.55	\$8.91

Class	Title	FLSA	Grade	Description	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
1510	Administrative Officer (DHS)	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
3310	AED Specialist I	NEX	64	Grades 4 to 6, 5% max	\$15.28	\$22.70	\$30.11	\$31,782.40	\$47,205.60	\$62,628.80
3325	AED Specialist II	NEX	65	Grades 7 to 9, 10% max	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
3326	AED Specialist III	EX	66	Grades 10 to 12, 5% min & 10% max	\$27.04	\$38.15	\$49.25	\$56,243.20	\$79,341.60	\$102,440.00
3410	AED Specialist IV	EX	67	Grades 13 to 15, 5% min & 10% max	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
3420	AED Specialist V	EX	68	Grades 16 to 18	\$35.75	\$47.38	\$59.00	\$74,360.00	\$98,540.00	\$122,720.00
6641	Agency On Aging Program Coordinator	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
7011	Archivist	EX	40	Grade 10, 5% min & 10% max	\$27.04	\$35.16	\$43.27	\$56,243.20	\$73,122.40	\$90,001.60
4100	Assistant Comptroller	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1330	Assistant Purchasing Agent	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1090	Assistant To DHS Director I	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
8120	Assistant Transit Bureau Chief	EX	90	Grades 14 to 15, 25% min & max	\$40.83	\$53.11	\$65.38	\$84,926.40	\$110,458.40	\$135,990.40
4414	Budget and Finance Specialist	NEX	86	Grades 7 to 9, 10% max	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
4418	Budget Coordinator	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1340	Buyer	NEX	52	Grades 7 to 9, 5% min & 10% max	\$21.58	\$30.94	\$40.29	\$44,886.40	\$64,344.80	\$83,803.20
1627	Cable Executive Producer	EX	88	Grades 13 to 15, 5% min & 10% max	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
1625	Cable Programs Producer	EX	87	Grades 10 to 12	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
4412	Capital Program Manager	EX	89	Grades 11 to 13, 20% min & max	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8103	Capital Projects Administrator	EX	89	Grades 11 to 13, 20% min & max	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
1015	Chief Enterprise Architect	EX	59	Grades 15 to 17, 30% min & 40% max	\$44.52	\$62.02	\$79.51	\$92,601.60	\$128,991.20	\$165,380.80
1071	Chief Information Security Officer	EX	58	Grades 14 to 23, 30% min	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
6634	Child Care Services Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1623	Communications Manager	EX	88	Grades 13 to 15, 5% min & 10% max	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
1604	Communications Specialist I	NEX	86	Grades 7 to 9, 10% max	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
1608	Communications Specialist II	EX	87	Grades 10 to 12	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
5404	Construction Management Specialist	NEX	80	Grades 10 to 12	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
2683	Control System Technician (Certified)	NEX	69_MAR20	Grades 8 to 9, 20% min & max	\$26.72	\$35.34	\$43.95	\$55,577.60	\$73,496.80	\$91,416.00
8203	County Standards Engineer	EX	89	Grades 11 to 13, 20% min & max	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8358	County Surveyor	EX	79	Grades 13 to 15, 20% min & 15% max	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
3421	Cultural Affairs Specialist I	NEX	85	Grades 4 to 6, 5% max	\$15.28	\$22.70	\$30.11	\$31,782.40	\$47,205.60	\$62,628.80
3422	Cultural Affairs Specialist II	NEX	86	Grades 7 to 9, 10% max	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
3423	Cultural Affairs Specialist III	EX	87	Grades 10 to 12	\$25.75	\$35.26	\$44.77	\$53,560.00	\$73,340.80	\$93,121.60
3424	Cultural Affairs Specialist IV	EX	88	Grades 13 to 15, 5% min & 10% max	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
1072	Data Architect	EX	75	Grades 13 to 15, 25% min & max	\$38.78	\$52.08	\$65.38	\$80,662.40	\$108,326.40	\$135,990.40
1070	Database Administrator	EX	57	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
2978	DES Operations Manager	EX	89	Grades 11 to 13, 20% min & max	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
8604	Design Engineer	EX	78	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
8605	Design Engineer Team Supervisor	EX	79	Grades 13 to 15, 20% min & 15% max	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00

FY 2019 Special Schedule - Eff July 1, 2018

Class	Title	FLSA	Grade	Description	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
3620	Development Specialist, Associate	EX	31	Grades 10 to 11, 15% min & max	\$29.62	\$39.01	\$48.39	\$61,609.60	\$81,130.40	\$100,651.20
3622	Development Specialist, Principal	EX	32	Grades 12 to 14, 15% min & max	\$33.72	\$45.55	\$57.38	\$70,137.60	\$94,744.00	\$119,350.40
6615	Developmental Disability Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1520	DHS Administrative Program Manager	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6310	DHS Clinical Psychologist Senior	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1109	DHS Human Resources Manager	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1521	DHS Principal Program Specialist	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6651	Disability Resource Coord	EX	73	Grades 10 to 12, 10% min & max	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
1150	Diversity Coordinator	EX	73	Grades 10 to 12, 10% min & max	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
7325	DPR Program Manager	EX	92	Grades 10 to 13, 10% min & max	\$28.33	\$40.23	\$52.13	\$58,926.40	\$83,678.40	\$108,430.40
7101	DPR Program Supervisor	EX	92	Grades 10 to 13, 10% min & max	\$28.33	\$40.23	\$52.13	\$58,926.40	\$83,678.40	\$108,430.40
7122	DPR Section Manager	EX	88	Grades 13 to 15, 5% min & 10% max	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
5030	ECC Deputy Administrator	EX	91	Grade 13 to 15, 10% min & 15% max	\$34.13	\$47.14	\$60.15	\$70,990.40	\$98,051.20	\$125,112.00
2688	Electrical Power Technician (Licensed)	NEX	69_MAR5	Grades 8 to 9, 5% min & max	\$23.38	\$30.92	\$38.46	\$48,630.40	\$64,313.60	\$79,996.80
1177	Emergency Management Specialist I	NEX	86	Grades 7 to 9, 10% max	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
1178	Emergency Management Specialist II	EX	83	Grades 10 to 12, 5% max	\$25.75	\$36.38	\$47.01	\$53,560.00	\$75,670.40	\$97,780.80
8217	Engineering Program Coordinator	EX	89	Grades 11 to 13, 20% min & max	\$33.04	\$44.96	\$56.87	\$68,723.20	\$93,506.40	\$118,289.60
1042	Enterprise Records Manager	EX	59	Grades 15 to 17, 30% min & 40% max	\$44.52	\$62.02	\$79.51	\$92,601.60	\$128,991.20	\$165,380.80
6510	Environmental Health Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
3114	Environmental Management Specialist, Associate	EX	31	Grades 10 to 11, 15% min & max	\$29.62	\$39.01	\$48.39	\$61,609.60	\$81,130.40	\$100,651.20
3117	Environmental Management Specialist, Principal	EX	32	Grades 12 to 14, 15% min & max	\$33.72	\$45.55	\$57.38	\$70,137.60	\$94,744.00	\$119,350.40
2005	Facilities Maintenance Section Manager	EX	79	Grades 13 to 15, 20% min & 15% max	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
7503	Forestry Section Supervisor	EX	60	Grades 11 to 13	\$27.53	\$37.46	\$47.39	\$57,262.40	\$77,916.80	\$98,571.20
1155	Grant Compliance Specialist	EX	73	Grades 10 to 12, 10% min & max	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
3610	Historic Preservation Section Supervisor	EX	33	Grades 15 to 16, 5% min & 15% max	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
6655	Homeless Program Coord	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
4415	Housing Finance Section Supervisor	EX	33	Grades 15 to 16, 5% min & 15% max	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
6312	Housing Planning Section Supervisor	EX	33	Grades 15 to 16, 5% min & 15% max	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
3631	Housing Program Manager	EX	33	Grades 15 to 16, 5% min & 15% max	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
1103	Human Resources Administrative Specialist	NEX	86	Grades 7 to 9, 10% max	\$20.55	\$30.42	\$40.29	\$42,744.00	\$63,273.60	\$83,803.20
1101	Human Resources/OD Specialist	EX	70	Grades 10 to 12, 15% max	\$25.75	\$38.62	\$51.49	\$53,560.00	\$80,329.60	\$107,099.20
6600	Human Services Clinical Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1113	I/O Psychologist	EX	58	Grades 14 to 23, 30% min	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
6636	Infant & Child Development Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1151	Investigator HR/EEO	EX	73	Grades 10 to 12, 10% min & max	\$28.33	\$38.79	\$49.25	\$58,926.40	\$80,683.20	\$102,440.00
1006	IT Analyst	NEX	56	Grades 7 to 9, 20% max	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
6552	Laboratory Section Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
7553	Landscape Architect Supervisor	EX	84	Grades 11 to 13, 15% min & max	\$31.66	\$43.08	\$54.50	\$65,852.80	\$89,606.40	\$113,360.00
7012	Librarian	EX	40	Grade 10, 5% min & 10% max	\$27.04	\$35.16	\$43.27	\$56,243.20	\$73,122.40	\$90,001.60
7002	Librarian Supervisor	EX	71	Grades 11 to 13, 15% min & max	\$31.66	\$43.08	\$54.50	\$65,852.80	\$89,606.40	\$113,360.00
7020	Library Assistant Coordinator	NEX	41	Grades 7 to 8, 5% min & 10% max	\$21.58	\$29.49	\$37.39	\$44,886.40	\$61,328.80	\$77,771.20
7019	Library Assistant Supervisor	NEX	41	Grades 7 to 8, 5% min & 10% max	\$21.58	\$29.49	\$37.39	\$44,886.40	\$61,328.80	\$77,771.20

FY 2019 Special Schedule - Eff July 1, 2018

Class	Title	FLSA	Grade	Description	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
7018	Library Associate	NEX	41	Grades 7 to 8, 5% min & 10% max	\$21.58	\$29.49	\$37.39	\$44,886.40	\$61,328.80	\$77,771.20
4411	Management & Budget Specialist	EX	70	Grades 10 to 12, 15% max	\$25.75	\$38.62	\$51.49	\$53,560.00	\$80,329.60	\$107,099.20
1513	Management Intern I	NEX	85	Grades 4 to 6, 5% max	\$15.28	\$22.70	\$30.11	\$31,782.40	\$47,205.60	\$62,628.80
1514	Management Intern II	NEX	55	Grades 5 to 7, 10% min & 20% max	\$18.76	\$28.22	\$37.68	\$39,020.80	\$58,697.60	\$78,374.40
6346	Mental Health Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
3601	Neighborhood Conservation Section Supervisor	EX	33	Grades 15 to 16, 5% min & 15% max	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
1024	Network Analyst	EX	57	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1027	Network Control Specialist	NEX	56	Grades 7 to 9, 20% max	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
6111	Nurse Manager	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6116	Nurse Practitioner	EX	84	Grades 11 to 13, 15% min & max	\$31.66	\$43.08	\$54.50	\$65,852.80	\$89,606.40	\$113,360.00
7505	Park Manager	EX	60	Grades 11 to 13	\$27.53	\$37.46	\$47.39	\$57,262.40	\$77,916.80	\$98,571.20
7410	Parks & Natural Resources Section Manager	EX	88	Grades 13 to 15, 5% min & 10% max	\$32.58	\$45.06	\$57.53	\$67,766.40	\$93,714.40	\$119,662.40
6370	Physician Assistant	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
3115	Planner, Associate	EX	31	Grades 10 to 11, 15% min & max	\$29.62	\$39.01	\$48.39	\$61,609.60	\$81,130.40	\$100,651.20
3119	Planner, Principal	EX	32	Grades 12 to 14, 15% min & max	\$33.72	\$45.55	\$57.38	\$70,137.60	\$94,744.00	\$119,350.40
1043	PRISM Analyst	EX	58	Grades 14 to 23, 30% min	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
1025	PRISM System Specialist	EX	59	Grades 15 to 17, 30% min & 40% max	\$44.52	\$62.02	\$79.51	\$92,601.60	\$128,991.20	\$165,380.80
1300	Procurement Officer	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
6114	Psychiatric Nurse	EX	82	Grades 10 to 11, 15% min & 10% max	\$29.62	\$37.95	\$46.28	\$61,609.60	\$78,936.00	\$96,262.40
6113	Public Health Nurse	EX	82	Grades 10 to 11, 15% min & 10% max	\$29.62	\$37.95	\$46.28	\$61,609.60	\$78,936.00	\$96,262.40
6110	Public Health Nurse Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6501	Public Health Planning Officer	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
6371	Quality Assurance Manager	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
4612	Real Estate Appraiser	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
4611	Real Estate Appraiser (Entry)	NEX	52	Grades 7 to 9, 5% min & 10% max	\$21.58	\$30.94	\$40.29	\$44,886.40	\$64,344.80	\$83,803.20
4613	Real Estate Appraiser Supervisor	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
4620	Real Estate Records/Research Coord	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
3511	Real Estate Specialist	EX	78	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
7120	Recreation Services Supervisor	EX	92	Grades 10 to 13, 10% min & max	\$28.33	\$40.23	\$52.13	\$58,926.40	\$83,678.40	\$108,430.40
1044	Senior Applications Developer	EX	57	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
6450	Senior Day Programs Supervisor	EX	81	Grades 12 to 14, 10% min & 15% max	\$32.26	\$44.82	\$57.38	\$67,100.80	\$93,225.60	\$119,350.40
1004	Senior Network Engineer	EX	75	Grades 13 to 15, 25% min & max	\$38.78	\$52.08	\$65.38	\$80,662.40	\$108,326.40	\$135,990.40
1331	Senior Procurement Officer	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1047	Senior Systems Administrator	EX	57	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
6700	Sign Language Interpreter	NEX	SLI	None						
3154	Space Planner	EX	30	Grades 10 to 11	\$25.75	\$33.91	\$42.07	\$53,560.00	\$70,532.80	\$87,505.60
1013	Sr Infrastructure Support Specialist	EX	57	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1007	Sr IT Analyst	EX	57	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1511	Sr Staff Admin/Management Specialist	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
4417	Sr Staff Financial Analyst	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
4425	Sr Staff Financial/Accounting Specialist	EX	74	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80
1121	Sr Staff Human Resources Specialist	EX	74	Grades 10 to 12, 15% min & 30% max	\$29.62	\$43.92	\$58.21	\$61,609.60	\$91,343.20	\$121,076.80

FY 2019 Special Schedule - Eff July 1, 2018

Class	Title	FLSA	Grade	Description	Hourly Min	Hourly Mid	Hourly Max	Annual Min	Annual Mid	Annual Max
1016	Sr Staff Program Manager	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
4212	Staff Accounting/Auditing Specialist	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1509	Staff Admin/Management Specialist	NEX	52	Grades 7 to 9, 5% min & 10% max	\$21.58	\$30.94	\$40.29	\$44,886.40	\$64,344.80	\$83,803.20
4421	Staff Financial Analyst	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1102	Staff Human Resources Manager	EX	54	Grades 13 to 15, 20% min & max	\$37.23	\$50.00	\$62.76	\$77,438.40	\$103,989.60	\$130,540.80
1104	Staff Human Resources/OD Specialist	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1011	Staff Infrastructure Support Specialist	NEX	56	Grades 7 to 9, 20% max	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
1005	Staff IT Technician	NEX	55	Grades 5 to 7, 10% min & 20% max	\$18.76	\$28.22	\$37.68	\$39,020.80	\$58,697.60	\$78,374.40
4413	Staff Management & Budget Specialist	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1173	Staff Safety Specialist	EX	53	Grades 10 to 12, 5% min & 20% max	\$27.04	\$40.39	\$53.73	\$56,243.20	\$84,000.80	\$111,758.40
1125	Staff Support Technician	NEX	51	Grades 4 to 6, 10% min & 15% max	\$16.81	\$24.90	\$32.98	\$34,964.80	\$51,781.60	\$68,598.40
1983	Student Assistant I	NEX	Student Ass	None	\$7.33	\$8.66	\$9.99	\$15,246.40	\$18,012.80	\$20,779.20
1984	Student Assistant II	NEX	Student Ass	None	\$8.89	\$11.77	\$14.64	\$18,491.20	\$24,471.20	\$30,451.20
1046	Systems Administrator	NEX	56	Grades 7 to 9, 20% max	\$20.55	\$32.25	\$43.95	\$42,744.00	\$67,080.00	\$91,416.00
1041	Technology Manager	EX	58	Grades 14 to 23, 30% min	\$42.46	\$57.21	\$71.96	\$88,316.80	\$118,996.80	\$149,676.80
1045	Technology Manager II	EX	76	Grades 20 to 24, 10% min & max	\$45.87	\$65.40	\$84.92	\$95,409.60	\$136,021.60	\$176,633.60
1039	Technology Program Manager	EX	75	Grades 13 to 15, 25% min & max	\$38.78	\$52.08	\$65.38	\$80,662.40	\$108,326.40	\$135,990.40
2980	Trades Manager/Leader I	NEX	62	Grades 8 to 11	\$22.26	\$32.17	\$42.07	\$46,300.80	\$66,903.20	\$87,505.60
2982	Trades Manager/Leader II	NEX	60	Grades 11 to 13	\$27.53	\$37.46	\$47.39	\$57,262.40	\$77,916.80	\$98,571.20
8104	Traffic Engineering Manager	EX	90	Grades 14 to 15, 25% min & max	\$40.83	\$53.11	\$65.38	\$84,926.40	\$110,458.40	\$135,990.40
8121	Transit Services Manager	EX	79	Grades 13 to 15, 20% min & 15% max	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
8126	Transportation Planning & Analysis Manager	EX	79	Grades 13 to 15, 20% min & 15% max	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
8122	Transportation Program Manager	EX	79	Grades 13 to 15, 20% min & 15% max	\$37.23	\$48.69	\$60.15	\$77,438.40	\$101,275.20	\$125,112.00
1454	Utility Billing & Customer Service Manager	EX	33	Grades 15 to 16, 5% min & 15% max	\$35.96	\$49.37	\$62.78	\$74,796.80	\$102,689.60	\$130,582.40
2662	Wastewater Maintenance Technician	NEX	63	Grades 5 to 9	\$17.05	\$26.84	\$36.62	\$35,464.00	\$55,816.80	\$76,169.60

GLOSSARY AND APPENDIX

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FY 2019 BUDGET CALENDAR

The calendar for development of the FY 2019 budget is provided below. The fiscal year begins July 1, 2018 and ends June 30, 2019.

September 2017	Budget kickoff for departmental staff. This includes policy and line item direction, and fiscal parameters for developing requests.
October, November	Departments submit budgets to the Department of Management and Finance, Management and Budget Section. Department of Management staff reviews submissions. Various public outreach events including Budget Round tables and County/School budget forum.
December, January	County Manager develops budget recommendations.
February 22	School Superintendent submits Superintendent's Proposed Budget to the School Board.
February 24	County Manager's FY 2019 Proposed Budget is submitted to the County Board.
February - April	County Board holds a series of budget work sessions with County departments, Constitutional Offices, and the School Board.
March	County Manager submits FY 2018 mid-year review of expenditures and revenues to the County Board.
April 3	County Board holds a public hearing on the proposed FY 2019 budget including County expenses and real estate tax, personal property tax rates, and other taxes and fees. (County Board Room, 2100 Clarendon Blvd. at 7:00 p.m.)
April 5	County Board holds a second public hearing on the proposed FY 2019 budget including County expenses and real estate tax, personal property tax rates, and other taxes and fees. (County Board Room at 7:00 p.m.)
April 21	County Board adopts FY 2019 Budget and Appropriations Resolutions for the County government, the public schools, and Pay-As-You-Go Capital. County Board adopts the CY 2018 real estate tax rate and other FY 2019 taxes and fees.
May 3	School Board adopts FY 2019 school budget.
July 1	FY 2019 begins.

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BUDGET PROCESS

The County Manager develops budget guidelines for operating departments for the upcoming fiscal year. These guidelines are based, in part, on revenue and expenditure estimates developed by the Department of Management and Finance (DMF), Budget Section. This Section also prepares the necessary instructions and forms for use by departments in preparing budgets and distributes budget preparation forms to the departments. The budget preparation forms are completed in Oracle's budgeting cloud solution, known as Enterprise Planning and Budgeting Cloud Service (EPBCS).

Operating departments prepare expenditure and revenue budgets. The DMF Budget Section is chiefly responsible for developing revenue budgets for taxes and other revenues not directly under the control of an operating department.

The County Board develops budget planning estimates which set limits on expenditure levels based on preliminary revenue and expenditure forecasts developed by the Budget Section of DMF. The County Manager is in charge of presenting a proposed budget within the planning estimates established by the County Board.

After proposed budgets are submitted by departments, the DMF Budget Section, the County Manager, the Deputy County Managers, and the Executive Leadership Team review and discuss the proposed departmental budgets and, after negotiations, agree on a final amount for presentation to the County Board in the County Manager's proposed budget.

The proposed budget includes a pay-as-you-go capital budget funded from current operations. A multi-year capital improvement program is developed and approved separately from the operating budget. The School Board prepares a separate operations budget, supported to a large degree by transfers from the County's general fund.

The County Board conducts budget work sessions with the departments and advisory commissions and holds public hearings prior to final adoption of the budget for the upcoming fiscal year, and setting of tax rates for the current calendar year.

After adoption, the budget is updated in the budget system and then loaded to the accounting system into a chart of accounts. Annual appropriations are adopted for the general, enterprise, special revenue, capital projects, and internal service funds. Appropriations are controlled at the department level in the general fund, although appropriations are loaded to cost center, natural account, project, source of funds, and task levels within the department.

The County Board must approve changes to adopted appropriation levels. These changes can be in the form of allocations from previously established contingent accounts, appropriations from new or additional revenues, especially grants from the state or federal government, and from reappropriations from a previous fiscal year. These changes, when approved by the County Board, are loaded to the financial system by doing budget revisions which are approved through DMF, which acts as the control for supplemental appropriations. Approved supplemental appropriations are noted in the County Board minutes for the particular County Board meeting. DMF tracks these adjustments on a balancing spreadsheet.

Operating departments, as well as DMF staff, regularly monitor financial reports and on-line financial tables by comparing actual results to budgeted amounts. Special detailed financial reviews are completed and presented to the County Board at mid-year (mid-year review),

third-quarter (third-quarter review) and at the end of the fiscal year (closeout report). Funds not spent in one fiscal year may be reappropriated in a subsequent fiscal year.

Departments are charged with making sure that approved budget levels reflect any supplemental appropriations approved by the County Board. In addition, with DMF concurrence, funds may be moved within a department's budget as long as the total departmental appropriation is not changed. No County Board approval is required for these internal reallocations.

A graphical representation of the annual budget cycle is shown on the following page.

Budgetary Basis:

The budgets of the general government fund types, which include the General Fund, Special Revenue Funds, and General Capital Projects Funds, are prepared on a modified-accrual basis of accounting. Under this basis, expenditures are recorded when the associated liabilities are incurred, but revenues are generally recognized if they are measurable and available. For this purpose, the County considers revenues to be available if they are received within 45 days of the end of the fiscal year.

The Enterprise Funds (such as Utilities, Ballston Public Parking Garage, and CPHD Development Fund), Internal Service Funds, and Trust and Agency Funds are recorded using the accrual basis of accounting – where revenues are recorded when earned and expenditures are recorded when the associated liabilities are incurred.

The Comprehensive Annual Financial Report (CAFR) shows the status of the County's finances on the basis of Generally Accepted Accounting Principles (GAAP). In accordance with the GAAP basis and GASB standards, the County is required to display its financial statements in two ways. In one set of statements, the "Government-wide Financial Statements," all funds are reported using the accrual basis of accounting, similar to the Enterprise Funds. In the other set of statements, the "Fund Financial Statements," the governmental fund types (General, Special Revenue Funds, and Capital Projects Funds) are reported using the modified-accrual basis of accounting.

In most cases, the Government-wide financial statements conform to the way the County prepares its budget. Exceptions include the following:

- Depreciation expense is recorded on a GAAP basis only.
- Compensated absence liabilities, expected to be liquidated with expendable available financial resources, are accrued as earned by employees (GAAP) as opposed to being expended when paid (budget).
- Principal payments on long-term debt are applied to the outstanding liability on a GAAP basis as opposed to being expended on a budgetary basis.
- Capital outlays within the Enterprise Funds are recorded as assets on a GAAP basis and expended on a budgetary basis.

Arlington County, Virginia Annual Budget Cycle and Related Events

	July	August	September	October	November	December	January	February	March	April	May	June	July 1
Development of Upcoming Year's Budget	Departments verify and update position information in PRISM system	DMF, County Manager develop budget guidance for departments	DMF prepares budget worksheet in PRISM, distributes to Departments. Departments verify worksheet and prepare supporting material.	Departments submit worksheet and supporting materials to DMF. County Board gives guidance to County Manager for upcoming budget.	DMF reviews budget submissions from departments, holds internal review meetings, meets with departments. County Board gives guidance to County Manager for upcoming budget.	County Manager reviews key budget issues, meets with departments, makes final decisions on proposed budget. Preparation of proposed budget materials begins.		DMF works with County Manager, departments to prepare proposed budget materials. County Manager presents proposed budget to County Board at February Board meeting	County Board holds work sessions with staff on proposed budget. County Board solicits public comment and input on proposed budget. Fiscal Affairs Advisory Commission reviews proposed budget, participates in County Board budget work sessions. Other commissions and groups review proposed budget. County Board reaches final decisions, adopts budget at April Board meeting.		DMF prepares materials for adopted budget book and posting to County website.	DMF and PRISM team load adopted budget into General Ledger module in PRISM. Adopted budget materials posted to County website, book completed.	New fiscal year begins
	County Manager solicits public comment and input on upcoming budget												
Closeout of Prior Fiscal Year / Current Year Budget Review		Departments submit requests for carryover PO's, incomplete projects to DMF	DMF reviews carryover requests, develops closeout recommendation for County Manager	County Manager presents closeout report to County Board	County Manager presents closeout report to County Board			Departments submit projections of expense and revenues for the rest of the current fiscal year				Fund transfers and other accounting clean-up begin in preparation for fiscal year close	
	Accounting clean-up in preparation for close of fiscal year, including accrual entries							DMF works with the County Manager to develop mid-year review; presented to County Board in March.		3rd Quarter Review presented to County Board			
Capital Improvement Plan (CIP) Activities NOTE: Pay-As-You-Go included in upcoming year's budget section above	County Board adopts language for upcoming bond referenda (even years)				Bond referenda (even years). Staff kick-off of CIP process (odd years).			CIP staff group reviews proposals from departments, makes recommendations to County Manager (even years)		County Manager presents proposed CIP to County Board.	County Board holds public hearing, work sessions (even years). Various boards and commissions review CIP.	County Board adopts CIP (even years) NOTE: Date could slide to July	
Other Related Events				Real estate and personal property taxes due on October 5th			Real estate assessments finalized and sent to property owners		Business, professional & occupational license (BPOL) taxes due March 1			Real estate taxes due on June 15th	

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SELECTED FISCAL INDICATORS: FY 2010 - FY 2019

	FY 2010 Actual	FY 2011 Actual	FY 2012 Actual	FY 2013 Actual	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
DOLLARS (IN MILLIONS)										
Total All Operating Funds	\$1,301.4	\$1,256.7	\$1,304.0	\$1,360.4	\$1,416.2	\$1,479.3	\$1,528.2	\$1,580.2	\$1,616.5	\$1,647.3
General Fund Expenditures	951.1	967.2	1,014.5	1,082.4	1,101.4	1,173.0	1,184.4	1,222.0	1,252.7	1,275.8
State/Federal Revenue	86.8	90.7	88.5	80.1	86.0	85.2	88.8	93.4	88.4	91.7
METRO Operating Subsidy	20.5	21.5	24.5	25.5	28.2	29.9	30.3	30.3	36.2	40.6
County Govt. Debt Service	52.3	52.9	53.9	54.2	55.9	68.0	62.9	60.3	63.0	67.8
School Operating Fund	345.8	368.3	365.4	417.7	405.9	434.8	462.4	462.6	511.8	527.5
Operating Transfer	293.4	318.2	317.0	357.4	355.8	386.9	400.0	395.6	427.9	438.1
School Debt Service	31.4	33.2	34.8	35.4	42.9	44.1	44.5	46.2	49.2	58.6
Utilities Enterprise Fund	70.8	76.1	80.1	86.1	87.0	86.2	86.7	84.3	89.8	89.5
Housing and Community Development	2.0	2.0	1.9	4.5	2.8	1.2	1.5	3.6	1.2	2.0
Bonded Indebtedness (1)	638.9	766.1	802.0	892.4	886.5	898.5	882.5	990.3	990.3	1,073.1
SHARES										
School Operating Fund as a Percentage of Total Funds	26.6%	29.3%	28.0%	30.7%	28.7%	29.4%	30.3%	29.3%	31.7%	32.0%
School Operating Transfer as a Percentage of General Fund	30.8%	32.9%	31.2%	33.0%	32.3%	33.0%	33.8%	32.4%	34.2%	34.3%
Total Debt service as a Percentage of General Fund Expenditures	8.2%	8.7%	8.1%	8.3%	8.4%	8.5%	8.2%	8.1%	8.2%	9.0%
Debt as a Percentage of Est. Actual Property Value (1)	1.2%	1.3%	1.3%	1.4%	1.3%	1.2%	1.2%	1.3%	1.5%	1.5%
PEOPLE										
Resident Population (2)	212,200	210,280	211,700	212,900	215,000	216,700	220,400	222,800	225,200	229,700
At Place Employment (2)	207,800	210,200	227,500	228,700	220,600	221,700	211,000	222,300	224,200	224,200
County FTE's (3)	3,820.6	3,832.5	3,858.1	3,768.5	3,790.0	3,838.7	3,872.8	3,931.3	3,976.4	3,951.2
School Operating Fund FTE's	3,428.5	3,448.8	3,614.2	3,726.6	3,794.8	3,914.8	4,271.7	4,414.8	4,417.3	4,473.1
School Enrollment (4)	20,233	21,241	21,841	22,613	23,316	24,529	25,238	26,152	26,941	28,016

NOTES:

(1) Includes General and Schools General Obligation Debt but excludes debt paid from Enterprise Funds.

(2) Resident Population and At-Place Employment are taken from the Arlington County Profile for FY 2009 through FY 2017. FY 2018 and FY 2019 population estimates reflect Arlington County CPHD Planning Division Estimates and data utilized in MWCOG Forecast Round 9.1.

(3) County FTEs include 102.25 FTEs that are unfunded in FY 2010, 159.55 unfunded in FY 2011, 136.05 unfunded in FY 2013, and 17 unfunded in FY 2018.

(4) School enrollment as of September 30 during the FY; enrollment is projected for the upcoming FY.

GOVERNMENTAL FUNDS' SUMMARIES

	General Operating Fund ¹			Other Funds ²			Total Government Funds		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Revised	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	\$191,243,859	186,430,640	\$154,903,702	\$387,108,064	\$327,680,026	\$337,620,475	\$578,351,923	\$514,110,666	\$492,524,177
REVENUES									
Real Estate Tax	\$698,901,530	\$715,037,910	\$730,267,530				\$698,901,530	\$715,037,910	\$730,267,530
Personal Property Tax	114,836,051	115,452,147	119,052,147				114,836,051	115,452,147	119,052,147
BPOL Tax	63,837,926	63,088,073	65,620,000				63,837,926	63,088,073	65,620,000
Sales Tax	41,197,357	42,000,000	43,260,000				41,197,357	42,000,000	43,260,000
Transient Tax	25,267,916	25,450,000	26,000,000				25,267,916	25,450,000	26,000,000
Utility Tax	11,426,615	12,652,000	15,452,000				11,426,615	12,652,000	15,452,000
Consumption Usage Tax	768,786	800,000	800,000				768,786	800,000	800,000
Meals Tax	39,047,018	39,900,000	41,500,000				39,047,018	39,900,000	41,500,000
Communications Tax	7,114,814	7,100,000	6,800,000				7,114,814	7,100,000	6,800,000
Other Local Taxes	20,145,395	17,530,000	19,070,000				20,145,395	17,530,000	19,070,000
Subtotal Taxes	1,022,543,408	1,039,010,130	1,067,821,677				1,022,543,408	1,039,010,130	1,067,821,677
Licenses, Permits and Fees	11,459,159	10,766,100	11,319,890				11,459,159	10,766,100	11,319,890
Fines, Interest, Other	14,848,288	18,767,466	18,453,213				14,848,288	18,767,466	18,453,213
Charges for Services	57,520,828	59,217,169	62,525,700				57,520,828	59,217,169	62,525,700
Miscellaneous	13,380,226	1,276,950	1,777,396				13,380,226	1,276,950	1,777,396
Revenue from State	75,076,003	73,183,339	75,420,031				75,076,003	73,183,339	75,420,031
Revenue from Federal Govt.	18,297,110	15,170,833	16,312,254				18,297,110	15,170,833	16,312,254
Subtotal Other	190,581,614	178,381,857	185,808,484				190,581,614	178,381,857	185,808,484
TOTAL REVENUES	1,213,125,022	1,217,391,987	1,253,630,161	283,846,686	230,078,014	226,605,106	1,496,971,708	1,447,470,001	1,480,235,267
TRANSFERS IN	4,095,004	3,793,087	5,201,813	35,492,416	28,023,153	20,258,520	39,587,420	31,816,240	25,460,333
TOTAL BALANCES, REVENUES, & TRANSFERS IN	\$1,408,463,885	\$1,407,615,714	\$1,413,735,676	\$706,447,166	\$585,781,193	\$584,484,101	\$2,114,911,051	\$1,993,396,907	\$1,998,219,777
EXPENDITURES									
Operating Expenses	\$633,783,643	\$629,687,726	642,275,289	\$230,708,981	\$219,095,490	\$205,994,423	\$864,492,624	\$848,783,216	\$848,269,712
Metro Operations	30,343,315	36,239,655	40,600,000				30,343,315	\$36,239,655	40,600,000
Capital Outlay	20,191,849	13,570,178	5,544,983				20,191,849	\$13,570,178	5,544,983
Contingents - General/Other	-	4,250,000	4,250,000				-	4,250,000	4,250,000
Contingents - Housing Fund	-	15,016,412	13,837,264				-	15,016,412	13,837,264
Subtotal	684,318,807	698,763,971	706,507,536	230,708,981	219,095,490	205,994,423	915,027,788	917,859,461	912,501,959
Debt Service	60,275,165	62,964,345	67,800,000	34,036,862	37,386,087	31,195,980	94,312,027	100,350,432	98,995,980
Subtotal County	744,593,972	\$761,728,316	\$774,307,536	264,745,843	256,481,577	237,190,403	1,009,339,815	1,018,209,893	1,011,497,939
Schools Transfer	476,070,856	490,256,196	500,830,023				476,070,856	490,256,196	500,830,023
Subtotal Schools	476,070,856	490,256,196	500,830,023				476,070,856	490,256,196	500,830,023
TOTAL EXPENDITURES	1,220,664,828	1,251,984,512	1,275,137,559	265,378,718	256,481,577	237,214,253	1,486,043,546	1,508,466,089	1,512,351,812
TOTAL CARRYOVER	-	-	-	-	65,766,882	92,196,860	-	-	92,196,860
TRANSFERS OUT	1,368,417	727,500	695,500	16,540,500	13,701,640	14,155,300	17,908,917	14,429,140	14,850,800
TOTAL EXP., CARRYOVER, & TRANSFERS	\$1,222,033,245	\$1,252,712,012	\$1,275,833,059	\$281,919,218	\$335,950,099	\$343,566,413	\$1,503,952,463	\$1,588,662,111	\$1,619,399,472
ENDING BALANCE	\$186,430,640	\$154,903,702	\$137,902,617	\$424,527,948	\$249,831,094	\$240,917,688	\$610,958,588	\$404,734,796	\$378,820,305

Footnotes:

¹ Certain portions of fund balance have been reserved or designated by the County Board for specific purposes (See CAFR).

² Revenue and expenditure detail for Other Funds can be found in the fund statements contained in the Enterprise, Special Revenue, and Internal Service Fund section of this budget book.

GOVERNMENTAL FUNDS' SUMMARIES

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	Ballston Business Improvement District			Rosslyn Business Improvement District			Crystal City Business Improvement District		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Revised	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	\$71,251	\$30,918	\$14,426	\$153,178	\$176,793	\$176,799	\$37,401	\$59,597	\$37,524
TOTAL REVENUES	1,587,597	1,539,333	1,681,199	3,517,098	3,813,445	3,772,348	2,538,970	2,681,991	2,585,894
TRANSFERS IN	-	-	-	-	-	-	-	-	-
TOTAL BALANCE & REVENUES & TRANSFERS IN	1,658,848	1,570,251	1,695,625	3,670,276	3,990,238	3,949,147	2,576,371	2,741,588	2,623,418
EXPENDITURES									
Operating Expenses	1,581,937	1,500,849	1,639,169	3,489,033	3,799,566	3,760,530	2,522,936	2,614,941	2,521,247
Debt Service	-	-	-	-	-	-	-	-	-
TOTAL EXPENDITURES	1,581,937	1,500,849	1,639,169	3,489,033	3,799,566	3,760,530	2,522,936	2,614,941	2,521,247
TOTAL CARRYOVER	-	-	-	-	-	-	-	-	-
TRANSFERS OUT	-	-	-	-	-	-	-	-	-
TOTAL EXP., CARRYOVER, & TRANSFERS	1,581,937	1,500,849	1,639,169	3,489,033	3,799,566	3,760,530	2,522,936	2,614,941	2,521,247
ENDING BALANCE	\$76,911	\$69,402	\$56,456	\$181,243	\$190,672	\$188,617	\$53,435	\$126,647	\$102,171
	Community Development Fund			Section 8 Fund			Utilities Fund		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	-	-	-	\$432,270	\$247,199	\$90,139	\$19,341,232	\$16,662,300	\$18,601,528
TOTAL REVENUES	\$3,621,791	\$1,221,085	\$2,063,036	18,569,022	18,844,787	18,893,941	102,318,588	101,839,411	101,415,759
TRANSFERS IN	-	-	-	-	-	-	-	-	-
TOTAL BALANCE & REVENUES & TRANSFERS IN	3,621,791	1,221,085	2,063,036	19,001,292	19,091,986	18,984,080	121,659,820	118,501,711	120,017,287
EXPENDITURES									
Operating Expenses	3,621,791	1,221,085	2,063,036	18,791,247	18,964,693	18,671,085	52,314,278	57,969,344	58,294,479
Debt Service	-	-	-	-	-	-	32,012,064	31,808,987	31,195,980
TOTAL EXPENDITURES	3,621,791	1,221,085	2,063,036	18,791,247	18,964,693	18,671,085	84,326,342	89,778,331	89,490,459
TOTAL CARRYOVER	-	-	-	-	-	-	-	-	-
TRANSFERS OUT	-	-	-	-	-	-	13,910,500	13,571,640	14,025,300
TOTAL EXP., CARRYOVER, & TRANSFERS	\$3,621,791	\$1,221,085	\$2,063,036	18,791,247	18,964,693	18,671,085	98,236,842	103,349,971	103,515,759
ENDING BALANCE	-	-	-	\$210,045	\$127,293	\$312,995	\$23,422,978	\$15,151,740	\$16,501,528

GOVERNMENTAL FUNDS' SUMMARIES

	Automotive Equipment Fund			Printing Fund			Stormwater Fund		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	\$11,485,412	\$9,069,562	\$10,797,609	\$15,577	\$30,561	\$111,850	\$22,104,730	\$16,544,966	\$14,521,404
TOTAL REVENUES	18,654,295	17,847,417	17,634,954	2,339,631	2,237,588	2,305,000	10,877,566	10,159,660	10,680,660
TRANSFERS IN	100,500	185,835	-	241,769	249,600	242,337	-	-	-
TOTAL BALANCE & REVENUES & TRANSFERS IN	30,240,207	27,102,814	28,432,563	2,596,977	2,517,749	\$2,659,187	32,982,296	26,704,626	25,202,064
EXPENDITURES									
Operating Expenses	16,099,036	16,033,276	16,332,216	2,353,030	2,469,285	2,503,489	14,999,355	10,159,660	10,680,660
Debt Service	-	-	-	-	-	-	-	-	-
TOTAL EXPENDITURES	16,099,036	16,033,276	16,332,216	2,353,030	2,469,285	2,503,489	14,999,355	10,159,660	10,680,660
TOTAL CARRYOVER	-	-	-	-	-	-	-	-	-
TRANSFERS OUT	130,000	130,000	130,000	-	-	-	-	-	-
TOTAL EXP., CARRYOVER, & TRANSFERS	16,229,036	16,163,276	16,462,216	2,353,030	2,469,285	2,503,489	14,999,355	10,159,660	10,680,660
ENDING BALANCE	\$14,011,171	\$10,939,538	\$11,970,347	\$243,947	\$48,464	\$155,698	\$17,982,941	\$16,544,966	\$14,521,404
	Ballston Garage			Ballston Garage - 8th Level			CPHD Development Fund		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	\$12,734,203	\$5,807,495	\$1,125,193	\$824,337	\$924,666	\$168,950	\$17,491,135	\$12,506,052	\$11,743,022
TOTAL REVENUES	3,298,072	3,250,771	4,552,800	267,492	246,600	261,600	16,013,656	14,838,948	15,526,903
TRANSFERS IN	-	-	-	-	-	-	-	-	-
TOTAL BALANCE & REVENUES & TRANSFERS IN	16,032,275	9,058,266	5,677,993	1,091,829	1,171,266	430,550	33,504,791	27,345,000	27,269,925
EXPENDITURES									
Operating Expenses	3,272,959	3,908,976	2,620,558	77,579	1,091,900	89,356	17,662,645	20,230,219	21,722,133
Debt Service	1,316,860	4,904,100	-	-	-	-	-	-	-
TOTAL EXPENDITURES	4,589,819	8,813,076	2,620,558	77,579	1,091,900	89,356	17,662,645	20,230,219	21,722,133
TOTAL CARRYOVER	-	-	-	-	-	-	-	-	-
TRANSFERS OUT	-	-	-	-	-	-	-	-	-
TOTAL EXP., CARRYOVER, & TRANSFERS	4,589,819	8,813,076	2,620,558	77,579	1,091,900	89,356	17,662,645	20,230,219	21,722,133
ENDING BALANCE	\$11,442,456	\$245,190	\$3,057,435	\$1,014,250	\$79,366	\$341,194	\$15,842,146	\$7,114,781	\$5,547,792

GOVERNMENTAL FUNDS' SUMMARIES

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	Transportation Capital Fund			Utilities Fund Capital			General Capital - PAYG		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Revised	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	\$147,716,259	\$141,721,265	\$143,957,118	\$54,088,359	\$54,688,359	\$49,143,044	\$87,907,183	\$54,907,183	\$67,616,769
TOTAL REVENUES	48,268,744	38,323,698	32,769,562	5,559,904	5,655,900	5,755,000	36,921,940	-	-
TRANSFERS IN	-	-	-	14,310,500	13,770,840	14,224,500	20,213,499	13,570,178	5,544,983
TOTAL BALANCE & REVENUES & TRANSFERS IN	195,985,003	180,044,963	176,726,680	73,958,763	74,115,099	69,122,544	145,042,622	68,477,361	73,161,752
EXPENDITURES									
Operating Expenses	26,823,321	37,650,698	32,769,562	23,543,259	19,426,740	19,979,500	39,925,853	13,570,178	5,544,983
Debt Service	596,153	673,000	-	-	-	-	-	-	-
TOTAL EXPENDITURES	27,419,474	38,323,698	32,769,562	23,543,259	19,426,740	19,979,500	39,925,853	13,570,178	5,544,983
TOTAL CARRYOVER	-	26,699,302	42,373,000	-	3,772,460	6,000,000	-	35,000,000	35,000,000
TRANSFERS OUT	-	-	-	-	-	-	2,500,000	-	-
TOTAL EXP., CARRYOVER, & TRANSFERS	27,419,474	65,023,000	75,142,562	23,543,259	23,199,200	25,979,500	42,425,853	48,570,178	40,544,983
ENDING BALANCE	\$168,565,529	\$115,021,963	\$101,584,118	\$50,415,504	\$50,915,899	\$43,143,044	\$102,616,769	\$19,907,183	\$32,616,769
	Columbia Pike TIF			Crystal City TIF			Travel & Tourism Promotion Fund		
	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	\$486,506	\$365,479	\$295,352	\$12,219,031	\$13,937,631	\$19,219,748	-	-	-
TOTAL REVENUES	601,844	-	150,730	7,515,703	6,304,880	4,718,020	\$1,262,988	\$1,272,500	\$1,300,000
TRANSFERS IN	-	-	-	-	-	-	626,148	246,700	246,700
TOTAL BALANCE & REVENUES & TRANSFERS IN	1,088,350	365,479	446,082	19,734,734	20,242,511	23,937,768	1,889,136	1,519,200	1,546,700
EXPENDITURES									
Operating Expenses	-	-	-	1,919,836	6,964,880	4,718,020	1,710,886	1,519,200	1,546,700
Debt Service	-	-	-	-	-	-	-	-	-
TOTAL EXPENDITURES	632,875	-	23,850	1,919,836	6,964,880	4,718,020	1,710,886	1,519,200	1,546,700
TOTAL CARRYOVER	-	-	126,880	-	295,120	8,696,980	-	-	-
TRANSFERS OUT	-	-	-	-	-	-	-	-	-
TOTAL EXP., CARRYOVER, & TRANSFERS	632,875	-	150,730	1,919,836	7,260,000	13,415,000	1,710,886	\$1,519,200	\$1,546,700
ENDING BALANCE	\$455,475	\$365,479	\$295,352	\$17,814,898	\$12,982,511	\$10,522,768	\$178,250	-	-

GOVERNMENTAL FUNDS' SUMMARIES

Ballston Quarter TIF

	FY 2017 Actual	FY 2018 Adopted	FY 2019 Adopted
BEGINNING BALANCE	-	-	-
TOTAL REVENUES	\$111,785	-	\$537,700
TRANSFERS IN	-	-	-
TOTAL BALANCE & REVENUES & TRANSFERS IN	\$111,785	-	537,700
EXPENDITURES			
Operating Expenses	-	-	537,700
Debt Service	111,785	-	-
TOTAL EXPENDITURES	111,785	-	537,700
TOTAL CARRYOVER	-	-	-
TRANSFERS OUT	-	-	-
TOTAL EXP., CARRYOVER, & TRANSFERS	\$111,785	-	\$537,700
ENDING BALANCE	-	-	-



***FY 2019 ADOPTED BUDGET
ONE-TIME FUNDING SUMMARY***

Affordable Housing Investment Fund (AHIF)	\$ 7,645,256
Schools One-time Transfer	3,225,122
Economic Incentive Agreements	2,735,182
Housing Grants	707,109
Sheriff - Life Safety Upgrades at the Justice Center	500,000
Pay-As-You-Go Maintenance Capital	223,233
Residential Permit Parking Study	223,232
Sheriff - Body Scanner for the Detention Facility	200,000
Sheriff Uniform Compensation Increases	195,000
DHS - Youth Mental Health Therapist (Funding for two years)	184,000
DES: Consultant Funding to Complete Community Energy Plan Update	100,000
Arlington Independent Media	70,000
Miscellaneous One-time Items	368,505
Total Expense	\$ 16,376,639

**PRIOR YEAR CLOSEOUT (FY 2017) &
FUND BALANCE CARRYOVER SUMMARY**

Total Fund Balance from FY 2017 **\$ 186,430,188**

FY 2018 ALLOCATION / APPROPRIATION

Allocation to Reserves

- General Fund Operating Reserve (committed) 62,635,601
- Self Insurance Reserve (committed) 5,000,000
- Economic & Revenue Stabilization Reserve (committed) 4,000,000

Allocation to Housing

- Allocation to Specific Projects (committed) 33,962,874
- Unallocated to Specific Projects (committed) 10,111,006
- Unallocated to Specific Projects (assigned) 8,638,146

Allocation to Schools

- School FY 2017 Expenditure Savings (committed) 19,681,714
- School Share of Excess Tax Revenue (committed) 4,535,379

Allocation to Capital

- Land Acquisition (committed) 4,009,893
- Maintenance Capital / Other (committed) 2,626,696
- Maintenance Capital / Other (assigned) 10,279,343

Allocation to FY 2018 Operating Budget

- Incomplete or New Projects (committed) 5,308,554
- Incomplete or New Projects (assigned) 8,548,305

Restricted for Seized Assets & Grants and Nonspendable Prepaid 1,854,726

FY 2018 TOTAL **181,192,237**

FY 2019 ALLOCATION

Allocation to Housing

- Unallocated to Specific Projects (assigned) 5,237,951

FY 2019 TOTAL **5,237,951**

Total Carryover **\$ 186,430,188**



FINANCIAL AND DEBT MANAGEMENT POLICIES

Budgeting, Planning, and Reserves

Balanced Budget: Arlington County will adopt an annual General Fund budget in which the budgeted revenues and expenditures are equal (a balanced budget). Any one-time revenues will be used for one-time, non-recurring expenses such as capital, equipment, special studies, debt reduction, and reserve contributions.

Long-Term Financial Planning: The County will annually develop a six year forecast of General Fund revenues, expenditures and will maintain a biennially updated, ten-year Capital Improvement Plan (CIP). The ten-year forecast will incorporate projected reserve levels and impact of the CIP on the County's debt ratios.

General Fund Operating Reserve: An Operating Reserve will be maintained at no less than five percent of the County's General Fund budget. The Operating Reserve shall be shown as a designation of total General Fund balance. Appropriations from the Operating Reserve require County Board approval and may only be made to meet a critical, unpredictable financial need. Any draw on the operating reserve will be replenished within the subsequent three (3) fiscal years.

Self-Insurance Reserve: The County will also maintain a self-insurance reserve equivalent to approximately one to two months' claim payments based on a five-year rolling average. Any draw on the self-insurance reserve requires County Board approval and will be replenished within the subsequent two (2) fiscal years.

Budget, Economic & Revenue Stabilization Contingent: Consistent with past practice, the County will maintain an economic and revenue stabilization contingent to address unexpected events, such as major weather events or a local/regional emergency requiring immediate incurrence of cost in response; revenue declines and local or regional economic stress. Use of contingent monies requires approval by the County Board. The minimum amount of the contingent will be \$4 million and will be revisited annually as part of the budget process. Any draw on the economic and revenue stabilization contingent will be replenished within the subsequent two (2) fiscal years.

General Fund General Contingent: Each year's budget will include a General Fund General Contingent appropriation to be used to cover unforeseen expense items or new projects initiated after a fiscal year has begun. Funding allocated from this contingent requires County Board approval.

Retirement System Funding: The County will use an actuarially accepted method of funding its pension system to maintain a fully-funded position. The County's contribution to employee retirement costs will be adjusted annually as necessary to maintain full funding. If the County reaches its actuarial-required contribution (defined as County and employee contributions that when expressed as a percent of annual covered payroll are sufficient to accumulate assets to pay benefits when due), the County may reduce its contribution provided that the amount reduced from the annual actuarial requirement will only be used for one-time, non-recurring expenses in order to provide the ability to increase contributions as may be required by future market conditions.

Other Post-Employment Benefits (OPEB) Funding: The County will use an actuarially accepted method of funding its other post-employment benefits to maintain a fully-funded position. The County's contribution to other post-employment benefit costs will be adjusted annually as necessary to maintain full funding. If the County reaches its actuarial-required contribution (defined as County

and employee contributions that when expressed as a percent of annual covered payroll are sufficient to accumulate assets to pay benefits when due), the County may reduce its contribution provided that the amount reduced from the annual actuarial requirement will only be used for one-time, non-recurring expenses in order to provide the ability to increase contributions as may be required by future market conditions.

Capital Improvement Plan

1. The County Manager will biennially submit a ten year Capital Improvement Plan (CIP) to the County Board. The CIP will address all known facility and infrastructure needs of the County, including the needs of the Arlington County Public Schools.
2. The CIP shall include a detailed description of each capital project, identifying every source of funding, including pay-as-you-go (PAYG), bond financing, and master lease financing. The source of funding will largely be determined based on the useful life of the project. Bond-funded projects will typically have a useful life at least as long as the period over which the bonds will be repaid (generally twenty years). Master lease-financed projects will generally have useful lives of three to ten years and typically include furniture, equipment, rolling stock and technology purchases. PAYG funds provide greater flexibility and will be appropriated annually from general fund revenues.
3. Each project budget shall identify the financial impact on the operating budget, if any.
4. In general, capital projects estimated to cost \$100,000 or more should be included in the CIP, including technology and equipment purchases.
5. The County will balance the use of debt financing sources against the ability to utilize PAYG funding for capital projects. While major capital facility projects will generally be funded through bonds, the County will attempt to maintain an appropriate balance of PAYG versus debt, particularly in light of the County's debt capacity and analysis of maintenance capital needs. As part of each biennial CIP process, the County will conduct a comprehensive assessment of its maintenance capital needs.
6. The CIP will include an analysis of the impact the CIP has on the County's debt capacity, debt ratios and long-term financial plan.
7. Voter referenda to authorize general obligation bonds should only be presented to voters when the analysis of the County's debt capacity demonstrates the ability of the County to fund the debt service for the bonds based on the County's "Financial and Debt Service Policies." Absent a compelling reason to do otherwise, the County should have the capacity to initiate construction projects within the two-year period before the next bond referendum. There should also be a demonstrated capability for the County to complete any project approved by referendum within the eight-year time period mandated under state law for sale of authorized bonds. The term "County" in this specific policy includes the Arlington County Government and any entity that receives bond funding from the County (such as the Arlington County Public Schools and the Washington Metropolitan Area Transit Authority).
8. In the off-years of the biennial CIP process, the County will conduct a needs assessment that will reflect, as appropriate, existing master plans and assessments (e.g., the Master Transportation Plan and others.) Given the significant size and diversity of the County's

infrastructure responsibilities, this assessment process will be implemented over the next four to six years.

Debt Management

The County will prudently use debt instruments, including general obligation bonds, revenue bonds, industrial development authority (IDA) revenue bonds, and master lease financing in order to provide re-investment in public infrastructure and to meet other public purposes, including inter-generational tax equity in capital investment. The County will adhere to the following debt affordability criteria (excluding overlapping and self-supporting debt).

1. The ratio of net tax-supported debt service to general expenditures should not exceed ten percent, within the ten-year projection.
2. The ratio of net tax-supported debt to full market value should not exceed three percent, within the ten-year projection.
3. The ratio of net tax-supported debt to income should not exceed six percent, within the ten-year projection.
4. Growth in debt service should be sustainable and consistent with the projected growth of revenues. Debt service growth over the ten year projection should not exceed the average ten year historical revenue growth.
5. The term and amortization structure of County debt will be based on an analysis of the useful life of the asset(s) being financed and the variability of the supporting revenue stream. The County will attempt to maximize the rapidity of principal repayment where possible. In no case will debt maturity exceed the useful life of the project.
6. The County will refund debt when it is in the best financial interest of the County to do so. When a refunding is undertaken to generate interest rate cost savings, the minimum aggregate present value savings will be three percent of the refunded bond principal amount.

Variable Rate Debt

1. Variable rate debt exposure should not exceed twenty percent of total outstanding debt.
2. Debt service on variable rate bonds will be budgeted at a conservative rate.
3. Before issuing variable rate bonds, the County will determine how potential spikes in the debt service will be funded.
4. Before issuing any variable rate bonds, the County will determine the impact of the bonds on the County's total debt capacity under various interest rate scenarios; evaluate the risk inherent in the County's capital structure, giving consideration to both the County's assets and its liabilities; and develop a method for budgeting for debt service.

Moral Obligation Debt or Support

On an infrequent basis, the County provides its “moral obligation” support for partners, including regional public safety agencies and affordable housing partners, among others. A moral obligation exists when the County Board has made a commitment to support the debt of another entity to prevent a potential default. The County’s moral obligation will only be authorized after an evaluation of the risk to the County’s balance sheet and stress testing of the financial assumptions underlying the proposed project.

Derivatives

Interest rate swaps and options (Swaps or Derivatives) are appropriate management tools that can help the County meet important financial objectives. Properly used, these instruments can help the County increase its financial flexibility, provide opportunities for interest rate savings or enhanced investment yields, and help the County reduce its interest rate risk through better matching of assets and liabilities. The County must determine if the use of any Swap is appropriate and warranted given the potential benefit, risks, and objectives of the County.

1. The County may consider the use of a derivative product if it achieves one or more of the following objectives:
 - Provides a specific benefit not otherwise available;
 - Produces greater than expected interest rate savings or incremental yield over other market alternatives;
 - Results in an improved capital structure or better asset/liability matching.
2. The County will not use derivative products that are speculative or create extraordinary leverage or risk; lack adequate liquidity; provide insufficient price transparency; or are used as investments.
3. The County will only do business with highly rated counterparties or counterparties whose obligations are supported by highly rated parties.
4. Before utilizing a Swap, the County, its financial advisor and legal counsel shall review the proposed Swap and outline any associated considerations. Such review shall be provided to the Board and include analysis of potential savings and stress testing of the proposed transaction; fixed versus variable rate and swap exposure before and after the proposed transaction; maximum net termination exposure; and legal constraints.
5. Financial transactions using Swaps or other derivative products used in lieu of a fixed rate debt issue should generate greater projected savings than the typical structure used by the County for fixed rate debt.
6. The County will limit the total notional amount of derivatives to an amount not to exceed twenty percent of total outstanding debt.
7. All derivatives transactions will require County Board approval.

Special Revenue / Enterprise Funds

It is the general policy of the County to avoid designation of discretionary funds in order to maintain maximum financial flexibility. The County may, however, create dedicated funding sources when there are compelling reasons based on state law or policy objectives, as described below. The Utilities Fund was created as a self-sustaining, fee-based enterprise fund under state code to support and maintain development of the County's water and sewer infrastructure. The Transportation Capital Fund was adopted pursuant to state legislation for new transportation funding. The Stormwater Management Fund was adopted in lieu of a self-supporting, user fee-based enterprise fund. The CPHD Development Fund was created as a self-sustaining, fee-based enterprise fund. Tax Increment Funds were established to support redevelopment and preservation objectives associated with the County's adoption of master plans, (e.g., the Crystal City Sector Plan adopted in 2010 and the Columbia Pike Neighborhoods Plan adopted in 2013).

Utilities Fund

1. The County will annually develop a six year forecast of projected water consumption, revenue, operating expenditures, reserve requirements and capital needs for the Utilities Fund. The six year forecast will show projected water-sewer rate increases over the planning period.
2. The County will implement water-sewer rate increases in a gradual manner, avoiding spike increases whenever possible.
3. The County will meet or exceed all requirements of any financing agreements or trust indentures.
4. The Utilities Fund will maintain a reserve equivalent to three months' operations and maintenance expenses. The reserve may be used to address emergencies and unexpected declines in revenue. If utilized, the reserve will be replenished over a three year period to the minimum reserve level. This reserve is in addition to any financing agreement-required debt service reserve funds.
5. The Utilities Fund will maintain debt service coverage of at least 1.25 times on all debt service obligations.
6. The Utilities Fund will be self-supporting.

Transportation Capital Fund

1. New revenue shall not be used to supplant existing transportation funding commitments, and capital investments shall be compliant with state law restrictions on non-supplanting and maintenance of effort requirements.
2. Operating program enhancements (outside base program) that clearly document transportation benefits may be eligible for support from the Transportation Capital Fund.
3. No more than three to five percent of annual funding should be used for project administration, indirect & overhead costs to support capital projects.
4. A reserve equivalent of ten to twenty percent of annual budgeted revenue will be established.

5. A five to ten year financial plan and model will be developed that integrates project cashflow forecasts, revenue projections, and financial / debt management policies and will factor in other non-County funding sources, including federal, state, regional, and private funding.
6. The County will prudently balance the use of new transportation funding sources between pay-as-you-go funding and leveraging through new bond issuance. Use of leveraging will be dependent on project size, cash flow, and timing projections.
7. If the County chooses to issue debt supported by dedicated transportation funding sources, such debt will be structured to be self-supporting and will not count against the County's general tax supported obligation debt ratios or capacity. Debt service coverage on such debt will range from 1.10 to 1.50 times, depending on the type of debt issued. The term on such bonds will not exceed the average useful life of the assets financed, and amortization will be structured to match the supporting revenue stream.
8. The Transportation Capital Fund will be self-supporting.

Tax Increment Funds

1. The intended use of TIF monies will be specified at the time of TIF creation; changes or additional uses will be determined as part of the annual budget process.
2. The assessed value of TIF areas will not exceed 25 percent of the County's total assessed valuation. As of January 1, 2016, existing TIF assessed valuation totaled 20 percent of County-wide assessed valuation.
3. The percent of TIF revenue available for the intended uses within a TIF area will be established at the creation of the TIF and will be less than or equal to 40 percent. This percent will be evaluated annually as part of the budget process.
4. The County will prudently balance the use of PAYG funding and leveraging through TIF bond issuances. Use of leveraging will be dependent on project type, size, cashflow and timing projections. Leveraging will only be used for capital projects that meet useful life and other requirements for bond issuance.
5. If the County leverages TIF revenue on its own behalf, it will target a minimum debt service coverage ratio of 2.0 times and establish an appropriate level of debt service reserves and / or other contingencies.
6. The County will establish additional policies pertaining to the leverage of TIF revenue by a private development entity prior to any such issuance.
7. A reserve equivalent to ten percent of annual budgeted revenue will be established.

Stormwater Fund

1. The County will annually develop a six year projection of stormwater operating and capital expenses.
2. The County will prudently balance the use of new stormwater funding sources between pay-as-you-go funding and leveraging through new bond issuance. Use of leveraging will be

dependent on project size, cashflow, and timing projections. If debt is issued for stormwater projects, it will generally follow the debt issuance guidelines contained in this policy.

3. The Stormwater Fund will maintain a reserve equivalent to three months' expenses.
4. Stormwater financial policies will be reviewed as part of the Municipal Separate Storm Sewer System (MS4) permit renewal cycle (every five years).
5. The Stormwater Fund will be self-supporting.

CPHD Development Fund

1. A contingent reserve will be established equivalent to thirty percent of the Fund's total operating budget based on the fiscal year. This amount is equivalent to three to four months of annual operating expenditures. The reserve may be used to address emergencies and unexpected declines in revenue only after authorization from the County Board.
2. The CPHD Development Fund will be self-supporting.

Ballston Garage and Ballston Garage 8th Level Funds

1. The County will annually develop a multi-year forecast of garage revenue, operating expenses, and capital maintenance costs to be updated with each County CIP cycle.
2. An economic stability reserve equivalent to 3 months of annual parking revenues will be established to address potential revenue variability, ramping up to this level over a four-year period beginning in FY 2019. Any draws upon this reserve will be replenished within the subsequent three (3) fiscal years.
3. A maintenance reserve will be established based on an assessment of expected capital renewal needs over a 10-year period.
4. A reserve will be established for the ensuing year of debt service on the Series 2016B Ballston Quarter CDA bonds allocable to garage improvements.
5. The County will meet or exceed all requirements of any financing agreements or trust indentures.
6. The County will target self-sufficiency in consideration of limits imposed on parking user fee raising ability in the garage by the 1984 documents governing original and ongoing development of the garage.

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COMPREHENSIVE PLAN SUMMARY

Background

The Code of Virginia requires all governing bodies in the Commonwealth to have an adopted Comprehensive Plan. Arlington County's Comprehensive Plan was established by resolution of the County Board on August 27, 1960. This resolution called for the preparation of Arlington County's Comprehensive Plan, which originally included five elements: the General Land Use Plan, the Water Distribution System Master Plan, the Sanitary Sewer System Master Plan, the Storm Sewer Plan, and the Major Thoroughfare and Collector Streets Plan. In later years, additional elements were added to the Comprehensive Plan and some were replaced by new plans. For example, the Major Thoroughfare and Collector Streets Plan was replaced in 1986 by the Master Transportation Plan. Elements added to the Comprehensive Plan include the Recycling Program Implementation Plan and Map in 1990, the Chesapeake Bay Preservation Ordinance and Plan in 1992, the Open Space Master Plan (now the Public Spaces Master Plan) in 1994, the Chesapeake Bay Preservation Ordinance and Plan in 2001, the Historic Preservation Master Plan in 2006, the Community Energy Plan in 2013, and the Affordable Housing Master Plan in 2015.

The Comprehensive Plan provides guidance during the year for County efforts in conjunction with the annual budget and the Management Plan.

Goals and Objectives

The Comprehensive Plan was established in order that Arlington County may remain a safe, healthy, convenient, and prosperous community and an attractive place in which to live, work, and play, with stable or expanding values and potentialities for growth and continued economic health. The purpose of the Comprehensive Plan is to guide the coordinated and harmonious development of Arlington County through the provision of high standards of public services and facilities based on the following general principles:

- Retention of the predominantly residential character of the County, and limitation of intense development to limited and defined areas;
- Promotion of sound business, commercial, and light industrial activities in designated areas appropriately related to residential neighborhoods;
- Development of governmental facilities which will promote efficiency of operation and optimum public safety and service, including the areas of health, welfare, culture, and recreation;
- Provision of an adequate supply of water effectively distributed;
- Maintenance of sewage disposal standards acceptable to the immediate County area and its neighbors in the entire Washington Metropolitan Area and consistent with the program of pollution abatement of the Potomac River;
- Provision of an adequate storm water drainage system; and
- Provision of an adequate system of traffic routes which is designed to form an integral part of the highway and transportation system of the County and region, assuring a safe, convenient flow of traffic, thereby facilitating economic, and social interchange in the County.

In addition, the County Board has endorsed a land use policy which has evolved from an extensive citizen participation process and is designed to ensure that Arlington is a balanced community which provides residential, recreational, educational, health, shopping, and employment opportunities with good transportation supported by a strong tax base and the effective use of public funds. An

overarching theme of many of Arlington’s initiatives, from land use to transportation to stormwater management, is that of sustainability and transit-oriented development. In support of Arlington’s overall policy goals, the following adopted land use goals and objectives have been incorporated into the Comprehensive Plan:

- Concentrate high density residential, commercial, and office development within designated Metro Station Areas in the Rosslyn-Ballston and Jefferson Davis Metrorail transit corridors. This policy encourages the use of public transit and reduces the use of motor vehicles.
- Promote mixed-use development in Metro Station Areas to provide a balance of residential, shopping, and employment opportunities. The intent of this policy is to achieve continuous use and activity in these areas.
- Increase the supply of housing by encouraging construction of a variety of housing types and prices at a range of heights and densities in and near Metro Station Areas. The Plan allows a significant number of townhouses, mid-rise, and high-rise dwelling units within designated Metro Station Areas.
- Preserve and enhance existing single-family and apartment neighborhoods. Within Metro Station Areas, land use densities are concentrated near the Metro Station, tapering down to surrounding residential areas to limit the impacts of high-density development. Throughout the County, the Neighborhood Conservation Program and other community improvement programs help preserve and enhance older residential areas and help provide housing at a range of price levels and densities.
- Preserve and enhance neighborhood retail areas. The County encourages the preservation and revitalization of neighborhood retail areas that serve everyday shopping and service needs and are consistent with adopted County plans. The Arlington County Retail Plan (2015) provides the policies and guidance to support retail in Arlington County.

Other goals and objectives have been incorporated into the Comprehensive Plan through the years, including the provision of an adequate supply of beneficial open space which is safe, accessible, and enjoyable, as outlined in the Public Spaces Master Plan, energy goals as described in the Community Energy Plan, and targets for affordable housing, as set forth in the Affordable Housing Master Plan.

Elements of the Comprehensive Plan

Arlington County’s Comprehensive Plan is currently comprised of the following eleven elements:

- General Land Use Plan
- Master Transportation Plan
- Storm Water Master Plan
- Water Distribution System Master Plan
- Sanitary Sewer System Master Plan
- Recycling Program Implementation Plan and Map
- Chesapeake Bay Preservation Ordinance and Plan
- Public Spaces Master Plan
- Historic Preservation Master Plan
- Community Energy Plan
- Affordable Housing Master Plan

Although the Planning Division in the Department of Community Planning, Housing and Development is responsible for the overall coordination and review of the Comprehensive Plan, several agencies within Arlington County are responsible for the review of the specific elements that make up the Comprehensive Plan. A web version which includes the plan elements, can be found on the [Department of Community Planning, Housing, and Development website](#). A new document, "Essential Guide to Arlington County's Comprehensive Plan" was produced in 2017 providing specific details on how the Comprehensive Plan is used, reviewed, the relationship of the individual elements and sub-elements to the overarching goals of the Comprehensive Plan, and the purpose, goals, history, and implementation of each element/sub-element. This is accompanied by a one-page overview and 70-page technical resource compiling the specific goals and objectives from each Comprehensive Plan element and sub-element.

A description of each element and the name of the agency responsible for that element follows:

[General Land Use Plan](#)

The General Land Use Plan (GLUP) is the primary guide for the future development of the County. The plan establishes the overall character, extent, and location of various land uses and serves as the guide to communicate the policy of the County Board to citizens, businesses, developers, and others involved in the development of the County. In addition, the General Land Use Plan serves as a guide for the County Board in its decisions concerning future development.

The County first adopted a General Land Use Plan in 1961. Since then, the plan has been updated and periodically amended to more clearly reflect the intended use for a particular area. The plan is amended either as part of a long-term planning process for a designated area or as the result of an individual request for a specific change, typically evaluated through a Special GLUP Study. Since its initial printing, there have been numerous updates and amendments to the General Land Use Plan. The last reprinting of the General Land Use Plan occurred in 2011, but the web version contains updates through June 30, 2017. More information on the GLUP can be found on the [GLUP website](#).

[Master Transportation Plan](#)

Arlington's original transportation plan was the Major Thoroughfare and Collector Streets Plan. Since its adoption in 1941, the plan has been updated and expanded to address multiple travel modes. For streets, the initial plan of 1941 was updated in 1960 and 1975, and became part of the 1986 Master Transportation Plan. For bikeways, the initial plan adopted in 1974 was updated in 1977, 1986, and again in 1994, as part of the Master Transportation Plan. The initial Master Transit Plan adopted in 1976 was partially updated in 1989 with the inclusion of the Paratransit Plan. The 1978 Master Walkways Policy Plan was also updated in 1986 as a part of the Master Transportation Plan and in 1997 as the Pedestrian Transportation Plan. An update to the bike element of the Master Transportation Plan is anticipated to occur in 2018.

The Master Transportation Plan establishes the principles to guide the implementation of transportation facilities to address future transportation needs and challenges in Arlington County. The Master Transportation Plan provides:

- The overall rationale for developing transportation facilities (transit networks, roads, walkways and/or bikeways) to meet future travel needs;
- A basis for establishing County transportation-related program priorities;
- A framework for offering advice to other agencies responsible for transportation in this area; and

- An overall direction to guide transportation projects in Arlington County.

In October 2004, the Arlington County Board directed the Transportation Commission and County staff to undertake an update of the County's Master Transportation Plan. Between 2007 and 2011, the following eight sub-elements were adopted by the County Board and now comprise the Master Transportation Plan: 1) Goals and Policies Element (2007), 2) Map Element (2007), 3) Bicycle Element (2008), 4) Pedestrian Element (2008), 5) Transportation Demand and System Management Element (2008), 6) Transit Element (2009), 7) Parking and Curb Space Management Element (2009), and 8) Streets Element (2011).

[Storm Water Master Plan](#)

The County Board originally adopted the Storm Sewer Plan in 1957. In 1975, the Army Corps of Engineers prepared the Four Mile Run Watershed Runoff Control Program Hydrology Report, which included a computer model of the watershed. The purpose of this study was to ensure that the capacity of the Four Mile Run Flood Control Channel would not be exceeded for 100 years.

In September 1996, the County Board adopted the Storm Water Master Plan to replace the 1957 Storm Sewer Plan. The Storm Water Master Plan prioritizes individual watersheds for detailed hydrologic, hydraulic, and water quality analyses and addresses new state and federal environmental laws and regulations, floodplain management issues, concerns regarding stream valley conditions, new technology, design methods, and engineering practices.

[Water Distribution System Master Plan](#)

The Water Distribution System Master Plan, adopted by the County Board in September 1992, is the policy document that guides the operation, maintenance, and expansion of the County water system. The plan evaluates the existing water distribution system facilities and operation practices and determines the policy and facility improvements that will be necessary to provide and maintain the desired quality of service. In September 2014, the Plan was updated to address the challenges of an aging infrastructure by setting recommended investment and policy guidance.

[Sanitary Sewer System Master Plan](#)

The Arlington County sanitary sewer system collects and treats wastewater produced in Arlington County and some adjoining portions of Fairfax County, the City of Alexandria, and the City of Falls Church. The Sanitary Sewer Collection System Master Plan, adopted by the County Board in December 2002, evaluates the current sanitary sewer system facilities, practices, and programs and determines the policies and facility improvements needed to provide and maintain adequate service now and in the future.

[Recycling Program Implementation Plan and Map](#)

The Recycling Program Implementation Plan was prepared in compliance with a requirement in the Code of Virginia to include the location of existing recycling centers in the Comprehensive Plan. The purpose of the plan is to provide a guide for the development of effective recycling programs in Arlington. The plan includes major recommendations related to the implementation of multi-material curbside collection of source separated recyclables from single-family dwellings; the implementation

of a multi-material source separation recycling in the multifamily and commercial waste segments; planning of a materials recovery facility to serve the County; and the implementation of a public education/promotion program which stresses source reduction and recycling. The plan also includes a map that shows the location of existing recycling centers. This plan will be updated and refocused as a Zero Waste Plan, which will replace the existing Recycling Implementation Plan, with the process anticipated to begin in 2018.

[Chesapeake Bay Preservation Ordinance and Plan](#)

Arlington County was required to adopt a new Chesapeake Bay element of its Comprehensive Plan, under the provisions of 9 VAC 10-20-220(A)(2). The purpose of the Chesapeake Bay Preservation Plan is to satisfy this requirement of the Chesapeake Bay Preservation Area Designated and Management Regulations. The plan addresses the following issues: Arlington County's water resources; existing and potential sources of pollution; existing County programs that address water quality management; policies and programs that relate to the County's implementation of the Chesapeake Bay Preservation Ordinance; and implementation measures to protect and improve the County's streams and riparian buffers adjacent to streams.

The Chesapeake Bay Preservation Plan was closely coordinated with the County's adopted Watershed Management Plan. Both plans recommend a consistent phased implementation plan. This implementation plan reflects the results of a comprehensive inventory of County streams conducted during the summer of 1999, as well as recommendations of the Chesapeake Bay Preservation Task Force, which presented a report to the County Board in July 2000. An updated Chesapeake Bay Preservation Area Map was adopted in 2017.

[Public Spaces Master Plan](#)

The Public Spaces Master Plan provides policy guidance for the future of Arlington's public space. The plan is designed to establish the overall character, extent, and location of public space. The plan includes objectives, strategies, and recommended actions designed to ensure the provision of an adequate supply of beneficial public space, which is safe, accessible, and enjoyable for this and future generations in the County. The Public Spaces Master Plan also identifies open space deficiencies and potential acquisition sites. The plan sets forth six major objectives to guide policy-making, public investments, and County management of public spaces during the next two decades. The objectives are to balance acquisition and development of public spaces; preserve and enhance the environment; improve access and usability; enhance arts, culture and history; develop and enhance partnerships; and manage assets effectively. The Department of Parks and Recreation began working on an update to the Public Spaces Master Plan in early 2015. The update is expected to be completed in 2018.

Arlington's Urban Forest Master Plan, an element of the Public Spaces Master Plan, was initiated by the Department of Parks and Recreation and Arlington's Urban Forestry Commission, under the direction of the Arlington County Board, to facilitate the County's ongoing commitment to enhance and preserve Arlington's tree canopy. The plan was adopted by the County Board in July 2004. The Master Plan has the following components: a Geographic Information Systems (GIS) street tree inventory, a tree canopy satellite analysis, long-range goals and recommendations, along with a final Urban Forest Master Plan report including GIS-based planting plans. In October 2009, Arlington County received an updated satellite analysis of tree canopy coverage. The analysis also provides Arlington with a GIS layer that enables staff to calculate tree canopy coverage in any geographical area of the County, including individual civic associations, land use areas, residential neighborhoods, and business corridors. Additional tree canopy analysis was performed in 2011. The Department of Parks and Recreation will update the Urban Forest Master Plan after completion of the updated Public

Spaces Master Plan (targeted to begin in 2018), using new satellite imagery to analyze tree canopy coverage and set canopy goals.

The Public Art Master Plan, another element of the Public Spaces Master Plan, outlines a strategy for how public art, with elevated standards for design, architecture, and landscape architecture, will improve the quality of public spaces and the built environment in Arlington for civic placemaking. The creation of Arlington's first Public Art Master Plan was stipulated by the Public Art Policy adopted by the County Board in September 2000 to help refine the policy's direction that public art should be sited in "prominent locations." The Public Art Master Plan defines "prominent" as a confluence of civic, residential, and commercial activities, as well as an opportunity for public art as provided by a Capital Improvement Program or other major capital project within which the public art would be an integrated component. The master plan provides guidance for project prioritization and implementation processes for public art associated with County-funded projects, site plan/special exception projects, and community-initiated projects. The master plan's development included a survey of other planning processes and initiatives, including sector plans, Neighborhood Conservation Plans, and studies to ensure that its recommendations would be in support of these other policy tools. An update is expected to be completed in 2018.

The purpose of the Natural Resources Management Plan (NRMP) is to provide Arlington County staff and residents with the knowledge, methods and tools necessary to assume the role of a world-class steward of the local environment. The primary goal of the Plan is to bring together the various elements of field research, current practice, existing plans and policies, and best management practices to create an achievable set of actionable recommendations relating to the protection of those natural resources under the control of County government. Completed as an outstanding component of the 2005 Public Spaces Master Plan and utilizing data from the Natural Heritage Resources Inventory, the NRMP "emphasizes the importance of managing natural resources as a unified system rather than as a set of unrelated natural features". An update is planned to begin in 2018.

[Historic Preservation Master Plan](#)

The Historic Preservation Master Plan is the primary guide for historic resources in the County. The purpose of this plan is to establish proactive priorities, goals, and objectives for County historic preservation activities that involve the historic built environment and County history in general. The document also serves as a guide to communicate the historic preservation policy of the County Board to citizens, businesses, developers, and others. Additionally, the Historic Preservation Master Plan guides the County Board in its decisions concerning historic resources. Included in the Historic Preservation Master Plan is an implementation strategy outline to guide the various programs to be developed. The County adopted the Historic Preservation Master Plan in 2006.

[Community Energy Plan](#)

In June 2013, the County Board adopted the Community Energy Plan (CEP). The purpose of the CEP is to define energy goals and describe the energy policies that will help Arlington remain economically competitive, environmentally committed, and have secure energy sources. The plan sets broad goals and policies for a sustainable community over the next thirty to forty years. It is intended to assist in ensuring that development in the County occurs in a coordinated, economically competitive, energy secure, and environmentally committed manner that best promotes the health, safety, prosperity, and general welfare of the County's residents and businesses. Accompanying the CEP is the Community Energy Plan Implementation Framework (CEP Implementation Framework). The CEP Implementation Framework lays out the strategies that the County will deploy as well as the tools –

both existing and potential – that could be used to advance the goals and policies of the CEP. The County will routinely update the Plan and work with stakeholders to ensure CEP implementation improves Arlington’s economic competitiveness, energy security, resilience, and environmental commitment. County staff will conduct and complete a technical and strategic recalibration of the Community Energy Plan, scheduled for completion in 2019. This will involve updating the County’s energy use inventory, energy modelling, and incorporation of emerging technologies and developments in the energy sector (such as electrification of transportation). The 2019 Plan update will also include civic engagement to reflect the sector’s broader and deeper imprint on urban systems, public health, and economic opportunity and equity.

[Affordable Housing Master Plan](#)

In September 2015, the County Board adopted the Affordable Housing Master Plan (AHMP). The purpose of the AHMP is to define the County’s affordable housing policy and enable Arlington to respond to the current and future needs of residents of all levels of income in the County. The plan includes the context for affordable housing in Arlington, an analysis of current and future housing needs, and the affordable housing policy. The policy is organized around three goals: having an adequate supply of housing for the community’s needs; ensuring that all segments of the community have access to housing; and ensuring that housing efforts contribute to a sustainable community. The AHMP fulfills the Code of Virginia requirement that comprehensive plans address affordable housing to meet the current and future needs of residents of all levels of income in the locality. Accompanying the AHMP is the Affordable Housing Implementation Framework (AHI Framework). The AHI Framework describes the existing and potential tools that will be the mechanisms for fulfilling the goals, objectives and policies of the AHMP. The framework provides guidance from the County Manager to staff for developing and overseeing specific policies and programs to meet the County’s affordable housing needs.

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SUMMARY OF HOUSING PROGRAMS

In keeping with its vision for a diverse and inclusive community, Arlington County supports a variety of housing programs to ensure a range of housing choices for households of all types and income levels. This section pulls information about housing programs from throughout the budget and consolidates summary information on all housing programs in one place. The Funding Summary shows that approximately \$58.7 million in funding is being allocated for FY 2019 programs to preserve affordable housing and assist persons to meet their housing needs. Local tax dollar support for these programs totals \$37.4 million, or 4.9 percent of County government operations (General Fund excluding School's transfer). These figures do not include additional funds outside the County budget that contribute to the affordable housing effort (noted throughout this section).

Indications are that Arlington continues to experience losses in its market-rate affordable housing units, due to redevelopment and increased rents. County residents continue to struggle to meet rising housing costs, especially in difficult economic times. Pressures on the supply of market-rate affordable housing units continue to grow, primarily due to rent increases. In addition, projected development in the Rosslyn-Ballston, Jefferson Davis, and Columbia Pike corridors will make it even more critical for the County to be strategic in allocating resources.

All of these housing programs are part of a comprehensive County effort to preserve and enhance affordable housing, governed by Arlington's Affordable Housing Principles and Goals. Affordable housing has for many years been a budget priority and the different County programs target different aspects of the housing challenge, ranging from rental assistance to acquisition of committed affordable housing to homeownership to code enforcement and tenant assistance. The summary provides the Housing Goals addressed, multi-year budgeted expenditures, and funding sources for each program included in this section. In FY 2018, several housing categories were consolidated in order to better reflect overall programs rather than individual activities that these programs support. More detail on each program can be found in the appropriate sections of the budget.

Beginning in FY 2013, the County began a three-year affordable housing study to create a shared community vision of Arlington's affordable housing as a key component of our community sustainability. The components of this study included community engagement; a housing needs survey; an assessment of current program approaches to housing needs in Arlington; a review of best practices from other areas; and an evaluation of current adopted principles, goals, and targets with revision of existing ones and/or additions. These new and revised principles, goals, targets, and strategies will provide the basis for an Affordable Housing Element of Arlington's Comprehensive Plan that reflects the current and future population as well as the housing market.

Over the course of the study, community engagement activities provided opportunities for outreach, information gathering and sharing, and education about affordable housing programs, especially engaging traditionally less involved populations such as low-income residents, persons with limited English proficiency, and workers who do not live in the County. A working group comprised of the representatives of several advisory commissions and other key stakeholder groups was appointed by the County Manager; this working group advised County staff throughout the Study process and provided input into process implementation and recommendations.

In addition to the progress made with the affordable housing study, significant investments in FY 2019 to various housing programs include:

- 1) Arlington's Affordable Housing Investment Fund (AHIF) is funded at a level of \$14.34 million, of which, \$7.64 million is one-time funding and \$6.7 million in on-going funding.

- 2) A full-year of operational costs for the Comprehensive Homeless Services Center (\$1,509,941) is included in the adopted FY 2019 budget. The center opened in early FY 2016 and provides a year-round shelter with comprehensive services to move homeless persons to permanent housing and support additional County office space.
- 3) The Housing Grant Program in FY 2019 includes \$8,000,220 in ongoing funding and \$707,109 in one-time funding, for total funding of \$8,707,329. Total funding decreases by \$446,426 but is funded at a level expected to meet demand for service.
- 4) The FY 2019 adopted budget includes a total of \$2,571,383 to support the Mary Marshall Assisted Living Residence which opened in November 2011. This 52-bed facility provides supportive housing with assisted living services for low-income seniors with serious mental, intellectual/developmental, and/or physical disabilities.

ARLINGTON'S AFFORDABLE HOUSING PRINCIPLES & GOALS

Adopted by the County Board in September 2015

The Affordable Housing Master Plan is consistent with, and contributes to, achievement of the Vision for Arlington County. The Housing Principles form the core philosophical foundation of Arlington's approach to affordable housing within the context of the County's total housing stock, economic base, and social fabric. These principles provide direction for Arlington's affordable housing goals, objectives, and policies. The Affordable Housing Master Plan can be found at the link below:

<http://arlingtonva.s3.amazonaws.com/wp-content/uploads/sites/15/2015/12/AHMP-Published.pdf>

- Principle 1:** Housing affordability is essential to achieving Arlington's vision.
- Principle 2:** Arlington County government will take a leadership role in addressing the community's housing needs.
- Principle 3:** A range of housing options should be available throughout the County affordable to persons of all income levels and needs.
- Principle 4:** No one should be homeless.
- Principle 5:** Housing discrimination should not exist in Arlington.
- Principle 6:** Affordable housing should be safe and decent.

The Affordable Housing Policy responds to the current and future needs and is articulated in goal, objective and policy statements. Three broad goal areas aid in organizing the various policies into a framework which is further detailed by objectives that respond to these goals, and policies which will direct County efforts in fulfilling each objective.

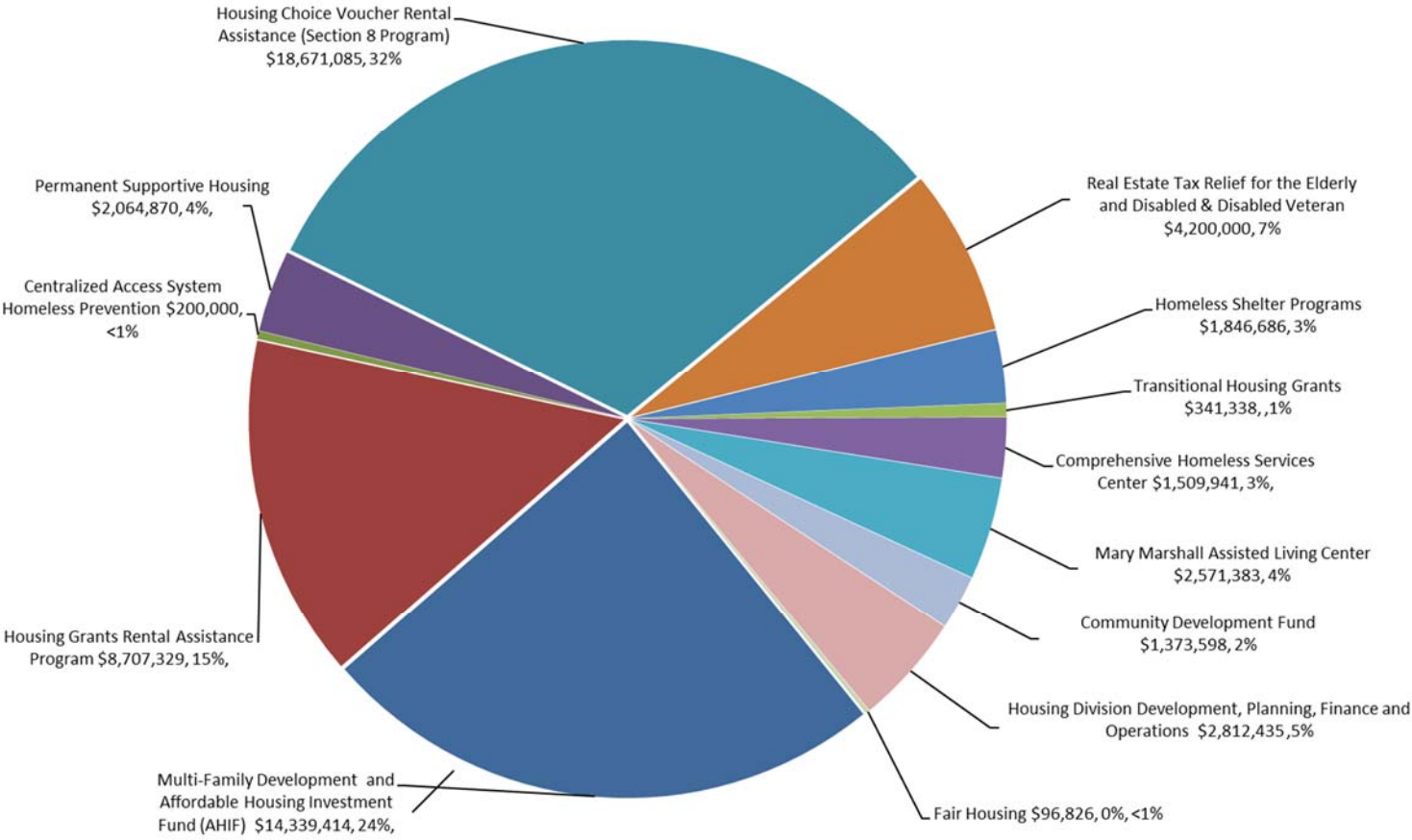
The first goal relates to housing supply, which is fundamental to addressing all housing needs. However, housing supply alone is not sufficient to ensure that the housing needs of households of all incomes can be met; the second goal addresses access to housing. And finally, it is imperative that as housing needs are addressed that these efforts contribute to a sustainable community.

- Goal 1:** Arlington County shall have an adequate supply of housing available to meet community needs.
- Goal 2:** Arlington County shall ensure that all segments of the community have access to housing.
- Goal 3:** Arlington County shall ensure that its housing efforts contribute to a sustainable community.

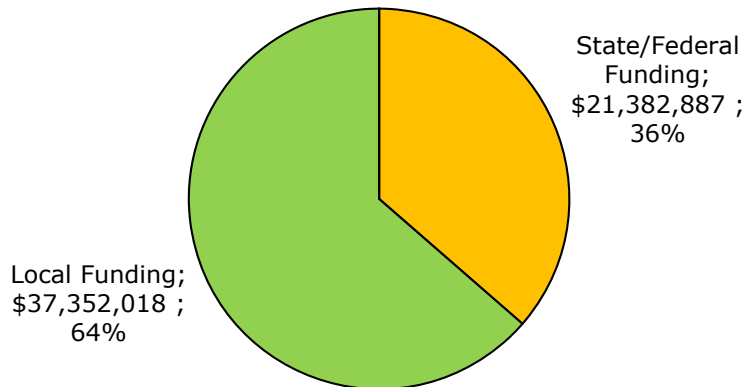
FUNDING SUMMARY

The County’s housing programs are funded with a variety of local, state, and federal funding, and are managed through the Department of Human Services and the Department of Community Planning, Housing, and Development. Housing funding totals \$58.7 million for all funds in FY 2019. The General Fund net tax support equals \$37.4 million of the General Fund budget. This section provides a comprehensive summary of the housing program efforts and the funding dedicated to them including summary charts and table as well as descriptions of each program area.

FY 2019 Expense Budget for Housing Programs



FY 2019 Housing Programs: Funding by Source



HOUSING MULTI-DEPARTMENTAL PROGRAMS - FY 2014 ADOPTED TO FY 2019 ADOPTED

PROGRAM	FY 2014 ADOPTED	FY 2015 ADOPTED	FY 2016 ADOPTED	FY 2017 ADOPTED	FY 2018 ADOPTED	FY 2019 ADOPTED
HOUSING						
Multi-Family Development and Affordable Housing Investment Fund (AHIF)	12,480,623	12,955,716	12,456,017	13,719,786	15,016,412	14,339,414
Housing Grants Rental Assistance Program	8,000,000	7,913,507	8,913,507	9,677,755	9,153,755	8,707,329
Centralized Access System Homeless Prevention	200,000	200,000	200,000	200,000	200,000	200,000
Permanent Supportive Housing	2,064,870	2,064,870	2,064,870	2,064,870	2,064,870	2,064,870
Housing Choice Voucher Rental Assistance (Section 8 Program)	18,240,094	17,012,873	18,002,351	17,870,843	18,964,693	18,671,085
Real Estate Tax Relief for the Elderly and Disabled & Disabled Veteran	5,150,000	4,850,000	4,870,200	4,250,000	4,400,000	4,200,000
Homeless Shelter Programs ¹	1,981,609	1,819,900	1,819,900	1,819,900	1,819,900	1,846,686
Homeless Subsidized Supportive Housing ¹	222,324	343,065	299,391	-	-	-
Transitional Housing Grants ¹	337,959	341,338	341,338	341,338	341,338	341,338
Comprehensive Homeless Services Center (Operating and Debt Service In FY 2014)	476,244	1,731,516	1,478,647	1,486,146	1,487,143	1,509,941
Assisted Living Residence (to Mary Marshall in FY 2012)	2,408,374	2,408,374	2,432,458	2,432,458	2,533,752	2,571,383
Single-Family Homeownership and Repair Programs ²	268,114	242,027	242,711	382,338	-	-
Community Development Fund ³	236,227	109,000	110,000	255,603	1,208,588	1,373,598
Housing Division Development, Planning, Finance and Operations ⁴	2,219,068	2,351,114	2,330,875	2,328,465	3,157,094	2,812,435
Fair Housing	45,073	97,114	47,019	92,278	43,410	96,826
Total Program	\$54,330,579	\$54,440,414	\$55,609,284	\$56,921,780	\$60,390,955	\$58,734,905
Net Tax Support (A)	\$35,187,868	\$36,522,104	\$36,847,959	\$38,253,921	\$39,109,444	\$37,352,018

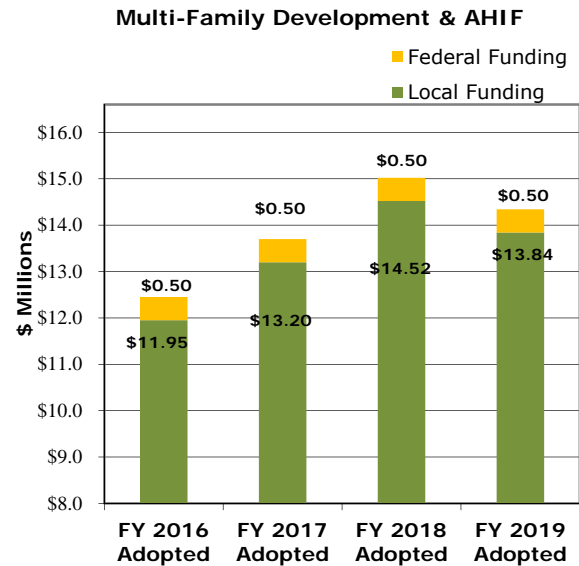
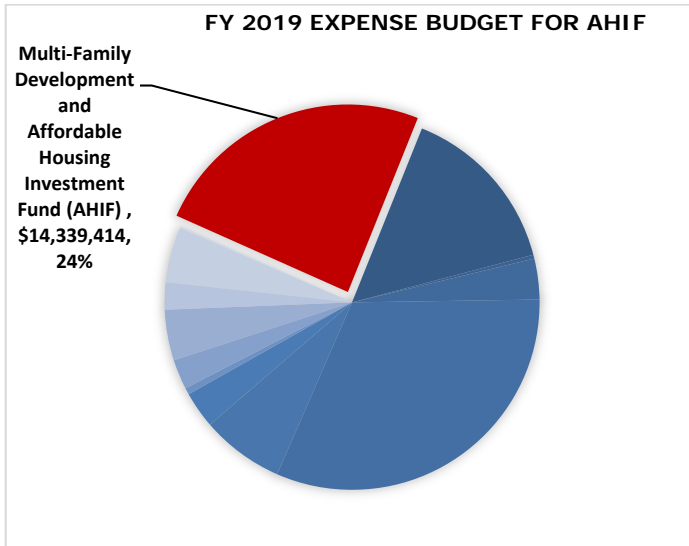
(1) Homeless Shelter Programs, Homeless Subsidized Supportive Housing, and Transitional Housing Grants are the components of Homeless Shelters/Transitional Housing.
 (2) Single-family Homeownership and Repair Programs have been capitalized in prior years and therefore do not show County support in FY 2019 Adopted Budget.
 (3) The increase in Community Development Fund costs between FY17 and FY18 is a result of including additional housing-related programs from Fund 206 to this summary.
 (4) FY 2018 Adopted reflects a recent reorganization of Housing Division staff. The increase in Housing Division costs between FY17 and FY18 is a result of including housing-related personnel from Fund 206 to this summary.

NOTE: (A) "Net Tax Support" is program expense less revenue; revenue is not shown but has been factored into the calculation

Multifamily Development and Affordable Housing Investment Fund (AHIF) – \$14,339,414

Program Description

The County’s Multifamily Development program has helped create the majority of its 7,729 committed affordable units (CAFs). The Affordable Housing Investment Fund (AHIF) is the primary funding source for the County’s multifamily development program and provides funding for new construction, acquisition, and/or rehabilitation projects to preserve and increase the supply of affordable housing.



The FY 2019 adopted funding reflects a base of \$5.0 million, including \$0.50 million in HOME Funds which are budgeted in the Housing and Community Development Fund, one-time funding from the FY 2017 closeout process of \$5.24 million, and an additional \$4.1 million added by the County Manager in the FY 2019 Adopted Budget. Developer contributions, loan repayments, and payoffs add to the balance of funding available for new projects beyond the \$14.34 million in FY 2019. As shown in the table below, both developer contributions and loan repayments and payoffs have provided an average of \$14.9 million annually between FY 2014 and FY 2017. While these repayments and contributions have been decreasing since FY 2014 due to rising interest rates and changing construction cycles in the County, loan repayments and developer contributions are still projected to provide approximately \$7.7 million - \$11.3 million above the annual appropriation by the County Board to AHIF in FY 2018 - FY 2019.

	FY 2014 Actuals (rounded)	FY 2015 Actuals (rounded)	FY 2016 Actuals (rounded)	FY 2017 Actuals (rounded)	Projected FY 2018	Projected FY 2019
Developer Contributions (in millions)	\$9.6m	\$5.7m	\$5.5m	\$4.2m	\$7.4m	\$4.2m
Loan Repayments & Payoffs* (in millions)	\$16.0m	\$6.7m	\$3.6m	\$8.3m	\$4.6m	\$3.5m

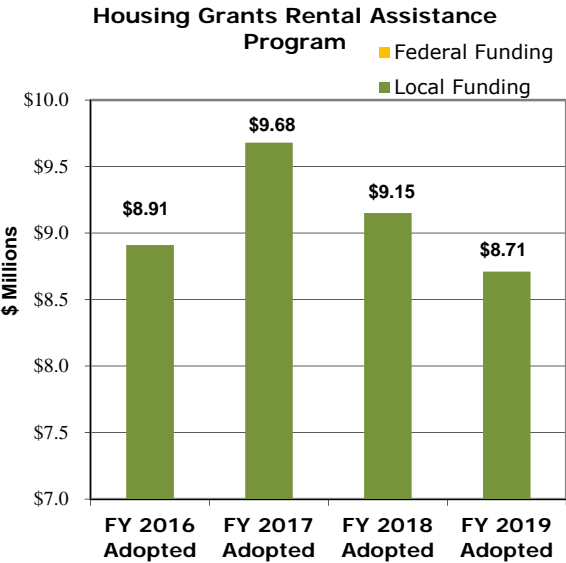
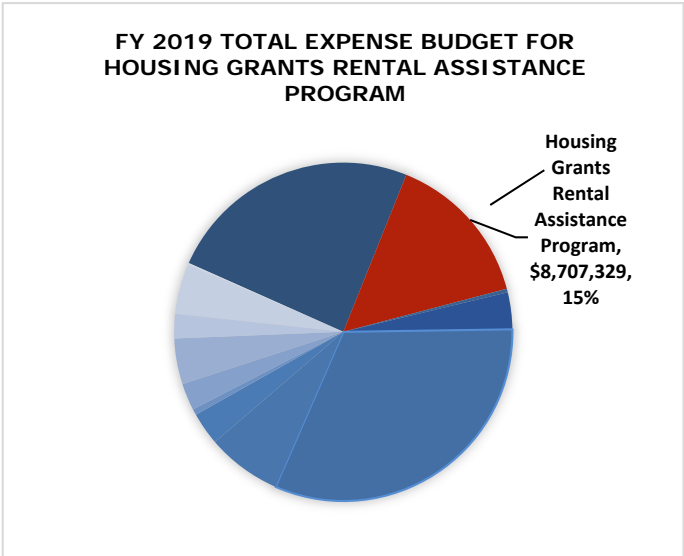
*Includes lump-sum payments and payoffs. The FY 2014 actuals include payoffs for Colonial Village, Arna Valley, and loans in the RPJ portfolio. The FY 2017 actuals include savings from the Springs construction and remittance of the AHC-held single-family portfolio balance to the County.

Housing Grants Rental Assistance Program – \$8,707,329

Program Description

The Housing Grants Program provides rental assistance to low-income households so they can afford to live in Arlington. Recipients are residents who meet income requirements, and are limited to working families with minor children, people with disabilities, or residents age 65 or older, and those not helped by Housing Choice Voucher Rental Assistance (Section 8). Average annual income for families is \$27,840, people with disabilities, \$14,691, and residents age 65 or older, \$14,532. In July 2017, there were 1,205 households receiving subsidies. As of December 2017, there were 1,228 households receiving subsidies, a two percent increase in the first six months of FY 2018.

The Housing Grant Program in FY 2019 includes \$8,000,220 in ongoing funding and \$707,109 in one-time funding, for total funding of \$8,707,329. Based on projected demand, the Housing Grant program is fully funded in FY 2019.

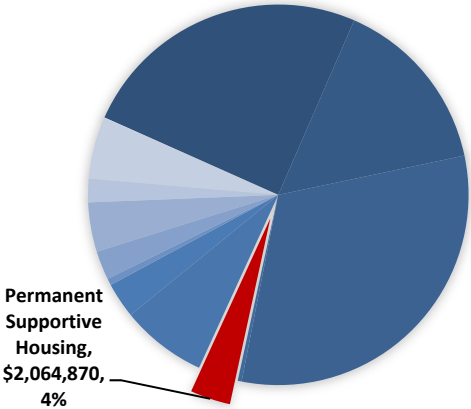


Permanent Supportive Housing – \$2,064,870

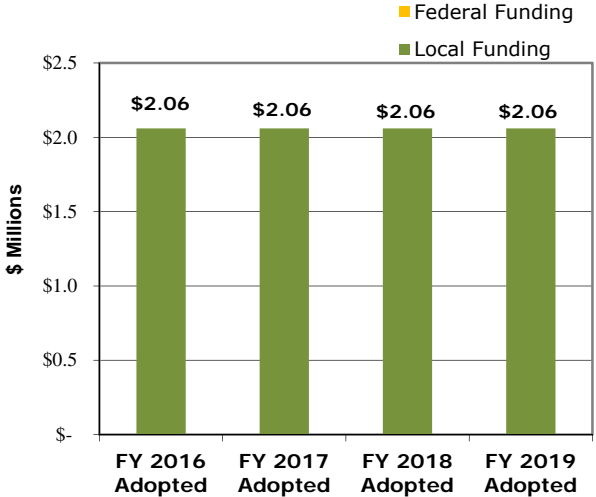
Program Description

The Permanent Supportive Housing Program subsidizes the rents of low-income persons with disabilities and provides supportive services so that they can live independently in the community. Approximately 80 percent of persons served suffer from serious mental illness, many have co-occurring medical conditions (i.e. intellectual developmental disabilities, physical disabilities), and have transitioned from homelessness or from foster care. The permanent supportive housing model is a nationally-recognized best practice strategy for providing stable housing for persons with disabilities. The entire budget funds the housing costs while supportive services are provided by existing Department of Human Service’s case managers and other staff. This program does not include funding to support group homes or independent living apartments.

FY 2019 TOTAL EXPENSE BUDGET FOR PERMANENT SUPPORTIVE HOUSING



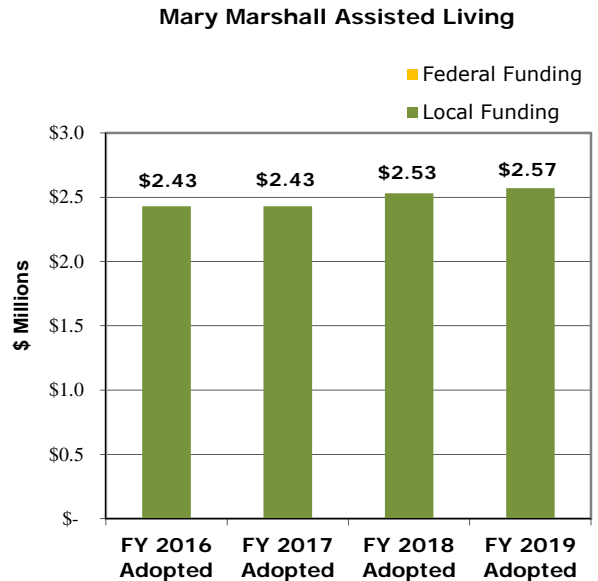
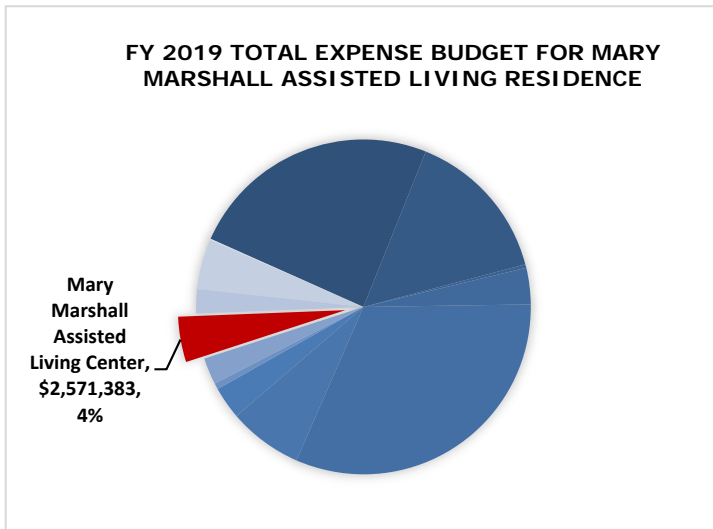
Permanent Supportive Housing



Mary Marshall Assisted Living Facility – \$2,571,383

Program Description

The Mary Marshall Assisted Living Facility houses low-income seniors with serious mental illness or cognitive disabilities in a specialized assisted living facility. Opened in November 2011, this 52-bed facility provides best practice 24/7 assisted living nursing care, recreational activities, and mental health services. This is one of the few assisted living facilities in the country dedicated to serving this population.

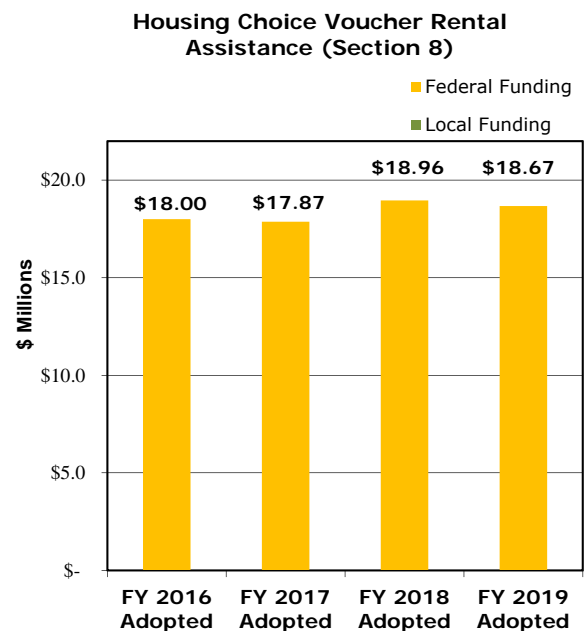
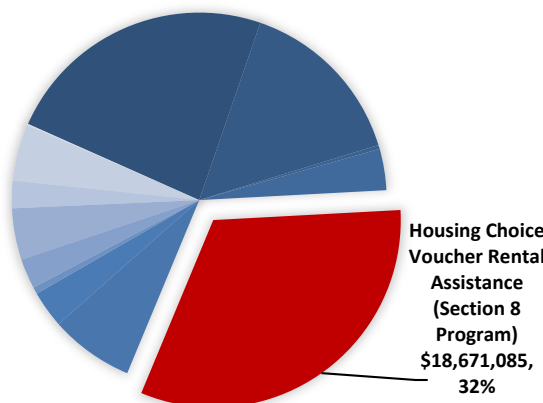


Housing Choice Voucher Rental Assistance (Section 8) - \$18,671,085

Program Description

Housing Choice Voucher Rental Assistance is a federally-funded program that provides rental subsidies for low-income households so they can afford to live in Arlington. There were 1,516 households assisted in FY 2017.

FY 2019 TOTAL EXPENSE BUDGET FOR HOUSING CHOICE VOUCHER RENTAL ASSISTANCE (SECTION 8 PROGRAM)

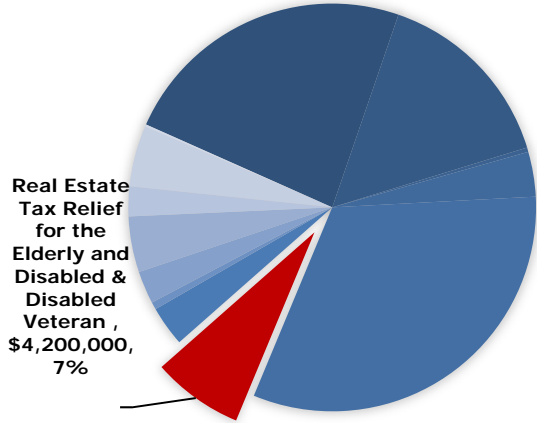


Real Estate Tax Relief for the Elderly and Disabled – \$4,200,000

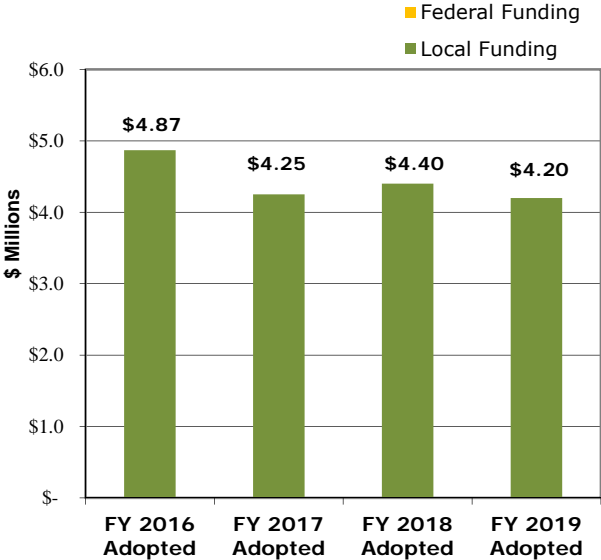
Program Description

The Real Estate Tax Relief Program aims to reduce the real estate tax burden for low and moderate-income homeowners age 65 or older, or the permanently disabled, to enable them to remain in their homes. In CY 2017, there were 915 households who qualified for exemptions or deferrals. Real Estate Tax Relief program changes have been recommended by the working group, who were tasked to study the program, however these changes have not yet been adopted. The policy changes, if adopted, are projected to reduce program participation in FY 2018 and FY 2019.

FY 2019 EXPENSE BUDGET FOR REAL ESTATE TAX RELIEF



Real Estate Tax Relief



Homeless Shelters/Transitional Housing/Subsidized Supportive Housing – \$2,188,024

Comprehensive Homeless Services Center – \$1,509,941

Centralized Access System (CAS) Homeless Prevention – \$200,000

Program Description – Homeless Shelters/Transitional Housing/Subsidized Supportive Housing

Provides temporary and/or long-term housing to homeless individuals and families and provides a range of supportive services to facilitate the transition to permanent housing. Services are provided in partnership with nonprofit agencies, including Doorways for Women and Families, Bridges to Independence (B2I), Volunteers of America-Chesapeake (VOAC), and Borromeo Housing.

Program Description – Comprehensive Homeless Services Center (HSC)

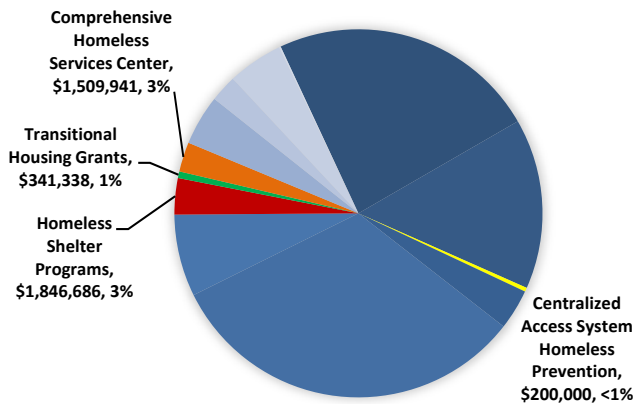
HSC provide comprehensive services, aimed at supporting housing stability, at the new homeless services center. Services are provided in partnership with the Arlington Street People’s Assistance Network (A-SPAN).

Program Description – Centralized Access System Homeless Prevention

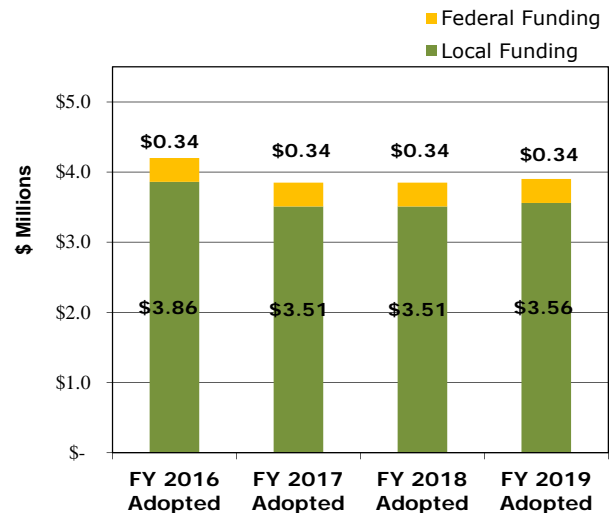
The Centralized Access System Homeless Prevention is an industry best-practice that provides a single intake process for shelter and housing referrals to assist households who would otherwise become homeless. Funds are used for financial assistance and case management.

Case Management is provided by Arlington Street People’s Assistance Network (A-SPAN) and Volunteers of America-Chesapeake (VOAC).

FY 2019 TOTAL EXPENSE FOR HOMELESS SHELTER PROGRAMS, HOMELESS SUBSIDIZED, AND TRANSITIONAL HOUSING GRANTS



Homeless Shelters/Transitional Housing and New Comprehensive Homeless Services Center

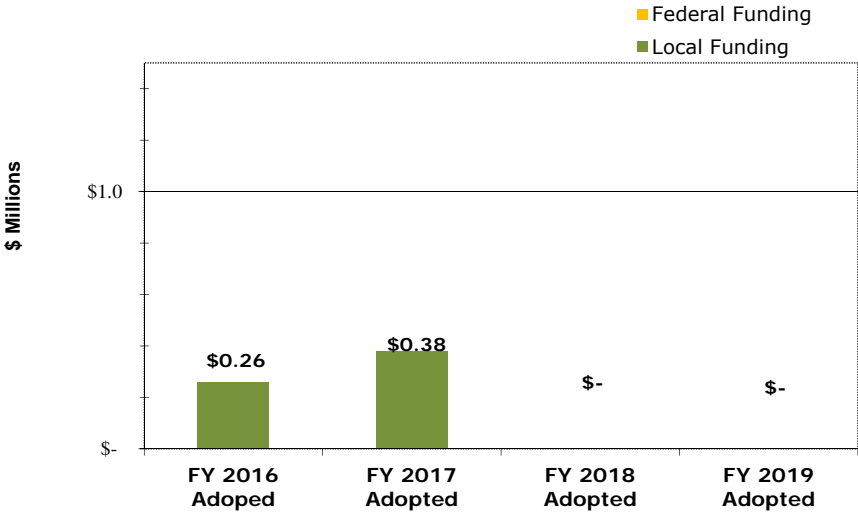


Single-family Homeownership Programs

Arlington County promotes homeownership for low and moderate income households by facilitating outreach and providing workshops to eligible prospective homebuyers. The County also provides down payment and closing cost assistance through its Moderate Income Purchase Assistance Program (MIPAP), which is a shared-appreciation loan program. The County further supports homeownership through its Home-Improvement Program (HIP). This loan program helps low and moderate income homeowners make repairs to their homes to address health and safety concerns and reduce operating costs by improving the home’s energy efficiency.

The County Board currently considers funding for these programs through CDBG and AHIF allocation requests on an as-needed basis, rather than through annual appropriations. Therefore, additional funding needs will be considered as future allocations, outside of budget adoption. County funding for nonprofit organizations that assist with homebuyer outreach are included in the Community Development Fund section.

Single-Family Homeownership and Repair Programs



Housing and Community Development Fund – *\$1,373,598Program Description

The Housing and Community Development Fund (HCD) is comprised of federal Community Development Block Grant (CDBG), federal and state Community Services Block Grant (CSBG), and HOME Investment Partnerships (HOME) funds. This fund is used to support a variety of affordable housing and community development programs. These programs support the goals of the County's FY 2016-2020 Consolidated Plan, which include the following:

1. Create and sustain affordable housing;
2. Promote healthy and self-sufficient families;
3. Stabilize households at risk of homelessness; and,
4. Foster vibrant and sustainable neighborhoods.

Within the Housing and Community Development Fund, the **Community Development Fund Grant program** is a competitive grant fund that utilizes federal CDBG, federal and state CSBG, and local general funds, including Affordable Housing Investment Fund (AHIF) Housing Services funds. Grants are awarded to nonprofit agencies meeting the goals of the County's FY 2016 – 2020 Consolidated Plan and eligible organizations are nonprofit agencies serving low and moderate income Arlington residents.

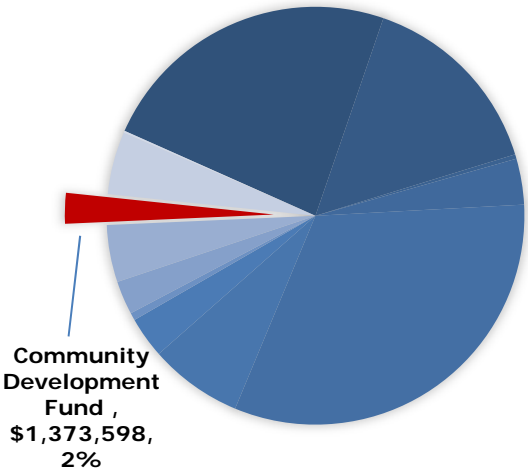
The Housing and Community Development Fund also supports the County's **Multifamily Loan Program** and **Housing Outreach Program**. The Multifamily Loan Fund supplements AHIF and uses federal funds to acquire, renovate, and/or build new multifamily affordable housing. Meanwhile, the Housing Outreach Program supports staff to provide housing counseling, education, clean-up events, and technical assistance to residents of HUD designated areas, to improve their homes and neighborhood conditions.

In addition to affordable housing and community development programs, a portion of the HCD Fund dollars support administrative and planning functions for these programs, including funds for 4.5 FTEs within the County's Housing Division. Further, as a result of a cooperation agreement, the City of Falls Church also receives a portion of the County's CDBG and HOME funds for housing and community development programs administered within that jurisdiction.

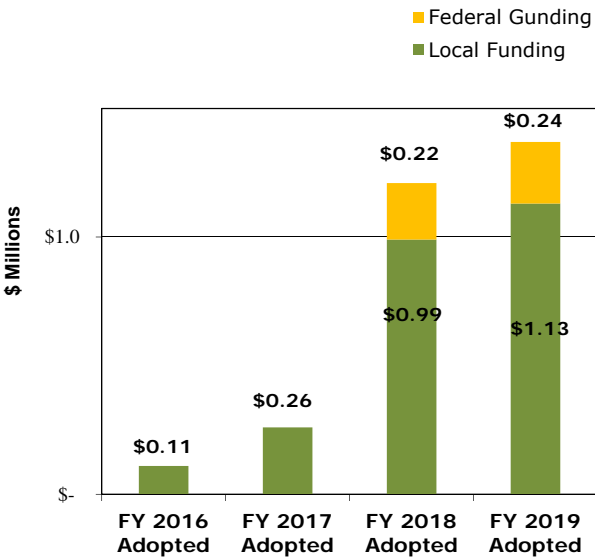
The increase in funding from FY 2017 to FY 2018 shown on the following page is due to including housing-related program funds that have historically been included in other parts of the budget document. More detailed information on specific programs can be found in the Housing and Community Development Fund narrative.

****The total does not include \$200,000 for AHIF Housing Services Grants or \$557,945 in federal HOME funds, which are captured in the Housing and Community Development Fund budget.***

FY 2019 TOTAL EXPENSE BUDGET FOR THE COMMUNITY DEVELOPMENT FUND



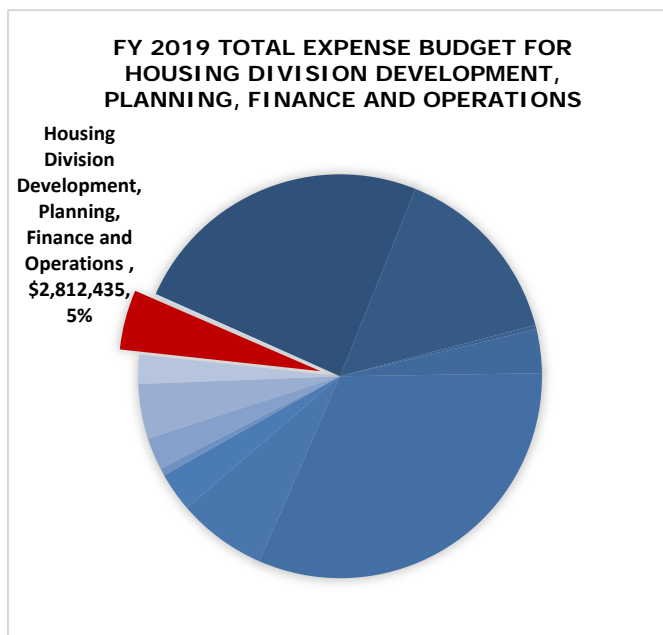
Community Development Fund



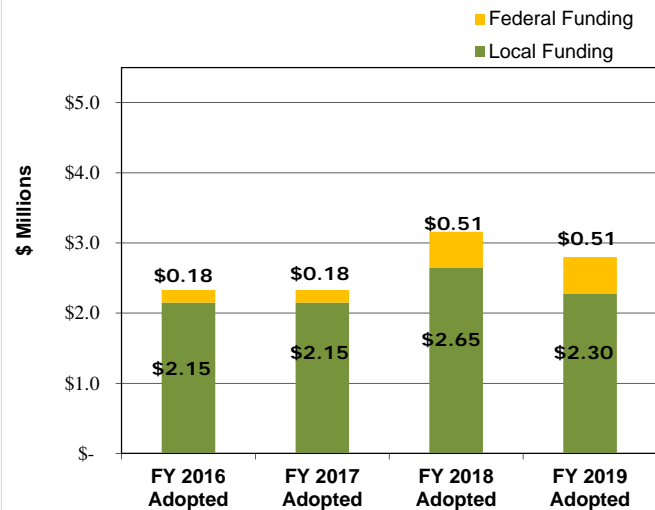
Housing Division Development, Planning, Finance, and Operations- \$2,812,435

Program Description

The Housing Division provides overall leadership on the County’s affordable housing planning and development efforts, asset management and compliance, as well as housing services and the community development program. Housing Planning and Community Development provides the information needed for the County to develop effective goals and strategies to address the community’s housing needs. Housing Development works to achieve the County’s affordable housing goals and targets by implementing projects that provide additional multifamily and single family committed affordable units. Housing Finance and Asset Management administers and manages funding sources for the County’s housing programs, provides compliance and asset management functions, and identifies and develops additional financing and related resources as needed and available. More information may be found in the Housing Division’s budget narrative.



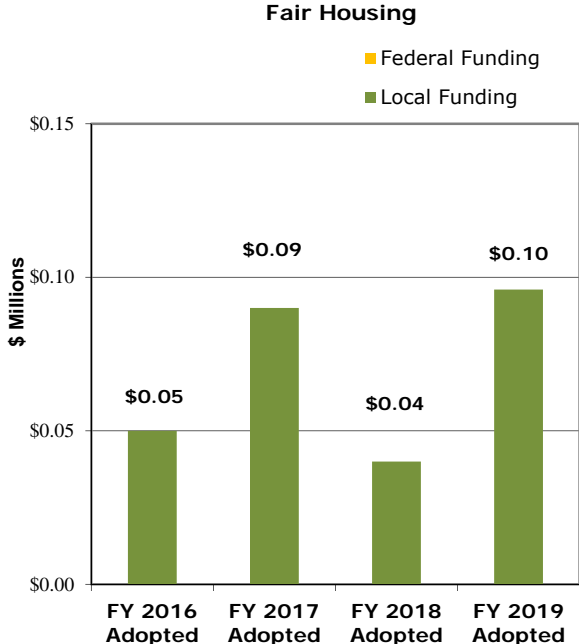
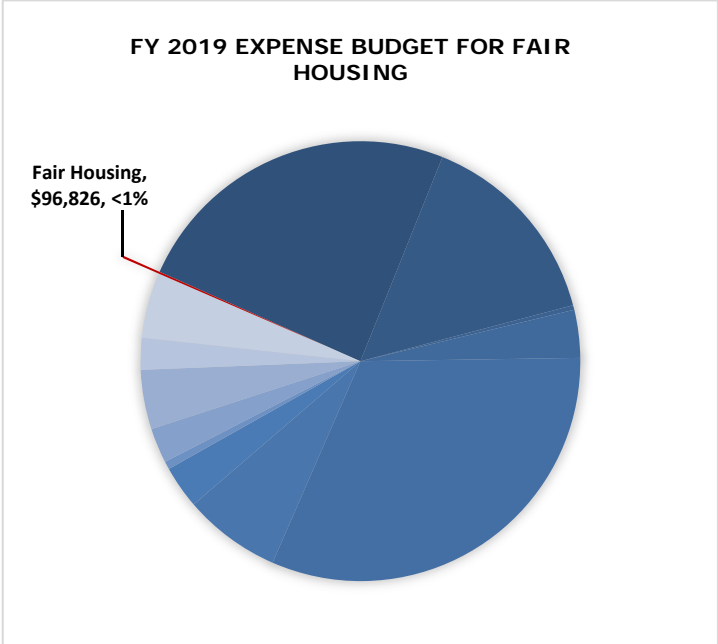
Housing Division Development, Planning, Finance & Operations



Fair Housing - \$96,826

Program Description

The Human Rights Office in the County Manager’s Office implements the fair housing program. The bi-annual Fair Housing Testing Program performs 100 tests to assess the equality in the treatment of a protected class when inquiring into the availability of a rental apartment. The testers consist of a protected class member and a control tester. Both have similar characteristics and profile, except for the membership in the protected class. Protected classes can be gender, sexual orientation, age, disability, national origin, race, color, familial status, and marital status. In the Adopted FY 2019 budget, the County Manager is recommending \$50,000 in one-time funding be added for the Fair Housing Study.



GLOSSARY

ACVS	Arlington Convention and Visitors Service
ACA	Affordable Care Act
ADA	Americans with Disabilities Act
AED	Arlington Economic Development
AHC	Arlington Housing Corporation
AHIF	Affordable Housing Investment Fund
AID TO LOCALITIES	Financial assistance in the form of grants, reimbursements for personnel services, local portions of fee and tax revenues, and any other monies allocated to local jurisdictions by the Commonwealth of Virginia.
ALLOCATE	To set apart or earmark for a specific purpose.
APPROPRIATION	A legal authorization approved by the County Board to expend or obligate a specific level of funds for an approved program. The County Board appropriates funds for programs by department or agency, and the County Manager has the authority to approve transfer of funds within a department or agency. The County Board sets an initial appropriation for each fiscal year and then may amend that appropriation during the course of the fiscal year, as it deems necessary (see Supplemental Appropriation).
APS	Arlington Public Schools
ART	Arlington Transit
ASSESS OR ASSESSMENT	(1) As a verb, the process of making the official valuation of property for purposes of taxation. (2) As a noun, the value set for a particular piece of property by the assessor.
AUTHORIZED FTEs	The full count of staff positions approved by the County Board.
BALANCED BUDGET	The County Manager annually proposes, and the County Board adopts, a budget or financial plan for the upcoming year in which the revenues available (including any available fund balance from prior years) match or exceed the projected expenditures. The County also executes the budget each year so that expenditures will not exceed revenues.

BASE BUDGET	Terminology used in the Proposed Budget document referring to the budget as proposed by the County Manager. It does not include Program Change Proposals, Strategic Initiatives, or Policy Priorities that have not been funded within the base budget.
BID	Business Improvement District. A designated portion of the County in which the property owners are levied a special tax assessment to fund improvements and enhancements in that area. The first BID to be designated was in Rosslyn in 2002. A second BID in Crystal City was designated in 2006, and a third in Ballston was established in January 2011.
BOND FINANCING	Refers to the method of financing capital improvement projects. Arlington County generally sells capital improvement general obligation bonds. The bonds are issued for a 20-year period and repaid on a level principal basis. Arlington County must seek voter approval to issue general obligation bonds in November of even-numbered calendar years.
BPOL	Business, Professional, and Occupational License tax
BUDGET	A specific plan which identifies a plan of operations for the fiscal year, states the expenditures required to meet that plan of operations, as well as identifies the revenues necessary to finance the plan. The annual County budget is established by County Board resolution.
BUDGET GUIDELINE	The explicit dollar amount given to each department or agency for its operating budget ceiling. The budget guidelines are calculated initially by the Department of Management and Finance (DMF), and approved and agreed upon by each department or agency. Each guideline is developed considering the issues facing the department as well as the overall financial position of the County government.
BUDGET PLANNING ESTIMATE	Budget guidance founded upon projected revenues, established by the County Board, directing the County Manager's preparation of the Proposed Budget, including a transfer for the School Board.
BUDGET REDUCTION	Items, programs, or positions specifically identified within a department or division which have been removed from the department or division's base budget to generate savings to the General Fund or other funds. Budget reductions may also be achieved through revenue increases, which reduce the reliance on net tax support.
CAFR	Comprehensive Annual Financial Report – the County's annual audit report.
CAMA	Commercial Mass Appraisal
CAP	Commuter Assistance Program

CAPITAL PROJECT	Purchase or construction of an item or system that generally has a value of at least \$100,000 and has a useful life of 10 years, or purchase of an information technology system enhancement with a value of at least \$25,000.
CARES	The CARES model provides County staff a standard guideline for providing consistent customer service for all internal and external customers. CARES is abbreviated for communication, awareness, responsiveness, empowerment, and solutions.
CARRYOVER	Refers to the process of transferring specific funds, encumbrances, and obligations previously approved by the Board from the end of one fiscal year to the next fiscal period.
CDCAC	Community Development Citizens Advisory Committee
CDBG	Refers to the Community Development Block Grant program funded by the United States Department of Housing and Urban Development (HUD) to improve the housing, neighborhood, and economic conditions of Arlington County's low and moderate income residents through a comprehensive approach to planning and implementing programs and activities.
C&I	Commercial and Industrial Property Tax
CMO	County Manager's Office
CSBG	Community Services Block Grant
CHARGE OUT/BACK	Refers to the process by which departments assess the costs that pertain to capital project design and implementation contained in their budgets to pay-as-you-go and bond funds. This procedure removes the expense from the department's budget.
CIP	Capital Improvement Plan
COLA	Cost of Living Adjustment
CONSTITUTIONAL OFFICES	Refers to the offices or agencies directed by elected officials whose positions are established by the Constitution of the Commonwealth of Virginia or its statutes. In Arlington, the Sheriff, Treasurer, Commissioner of Revenue, Clerk of the Circuit Court, and Commonwealth's Attorney are the five Constitutional Officers.
CONTINGENT	Funds set aside to provide for unforeseen expenditures or new projects initiated after the fiscal year has begun, e.g., General Fund General Contingent or Affordable Housing Investment Fund Contingent.
COOP BUDGET	Referring to the State Cooperative Health Budget, it is a revenue paid to the County by the Virginia Department of Health as set forth in the contract for the local administration of health services.
CPHD	Department of Community Planning, Housing and Development

CPI	Consumer Price Index. This measure, which is produced by the United States Bureau of Labor Statistics, estimates the average price of consumer goods and services purchased by households.
CRITICAL MEASURE	A type of outcome measure that indicates how well a program is performing key services to achieve program goals and objectives.
CSA	Comprehensive Services Act for Youth and Families
CSB	Community Services Board (also known as the ACSB, Arlington Community Services Board). A County Board appointed board which has by authority of the code of Virginia oversight over mental health, intellectual disability, and substance abuse services in the County.
CY	Calendar Year
DCJS	Department of Criminal Justice Services
DEBT SERVICE	The amount of principal and interest that the County pays on its bond financing.
DEPARTMENT	An entity, such as the Department of Human Services, that coordinates services in a particular area.
DES	Department of Environmental Services
DHS	Department of Human Services
DMF	Department of Management and Finance
DPR	Department of Parks and Recreation (formerly called the Department of Parks, Recreation, and Cultural Resources – PRCR)
DPSCEM	Department of Public Safety Communications and Emergency Management
DR	Disaster Recovery
DROP	Deferred Retirement Option Program
DTS	Department of Technology Services
ELIMINATED FTE	A full-time equivalent position specifically identified within a department or division which has been removed from the department or division's base budget, reducing the authorized staffing level.
ENCUMBRANCES	Funds set aside to pay for contracted goods and services. Encumbrances represent the dollar amount to be paid upon completion of the contract.

ENTERPRISE FUND	Enterprise funds are used to account for the financing of services to the general public where the operating expenses involved are usually recovered in the form of charges to users. The Utilities Fund and the CPHD Development Fund are the County's two primary enterprise funds.
ERMS	Electronic Records Management System
EXPENDITURES	Outflows of cash or liabilities incurred as a result of rendering services or carrying out other activities that constitute the entity's ongoing or major operations.
FAMIS	Family Access to Medical Insurance Security Plan, a Virginia program to provide medical coverage for low-income children without medical benefits.
FIR	Fire Department
FISCAL YEAR	In Arlington County, the 12 months beginning July 1 and ending the following June 30th. (The federal government's fiscal year begins October 1.)
FRINGE BENEFITS	The fringe benefit expenditures included in the budget are the County's share of the costs above base salary for employees, due to additional benefits provided or federally mandated costs. Major fringe benefits provided by Arlington County include: retirement, FICA, health insurance, life insurance, and transit subsidies. The amount of the fringe benefit is based on a percentage of an employee's salary or a set amount. Other County benefits include unemployment and worker's compensation and disability insurance. Fringe benefits costs are borne by the County and the employee in most cases.
FROZEN FTE	In order to meet guideline reductions, some departments elect to hold positions vacant for the coming fiscal year. In doing this, the authorization for the position remains with the department, but the dollars needed to fund the position have been removed from the base budget.
FSA	A flexible spending account (FSA) is an account that allows an employee to set aside a portion of earnings to pay for qualified expenses, most commonly for medical expenses and dependent care. Money deducted from an employee's pay into an FSA is not subject to payroll taxes.
FULL-TIME EQUIVALENT (FTE)	The measure of authorized personnel. It is calculated by equating 2,080 hours of work per year (2,912 for uniformed firefighters) with the full-time equivalent of one position (referred to in the budget as an FTE).

FUND	A separate accounting unit comprised of its own specific revenues and expenditures, and assets and liabilities. Each fund in the County's accounting structure is established to segregate a particular set of fiscal activities. Separate funds, established by the County, include the General Fund, which is the general operating fund of the County and is used to account for general government revenues and expenditures; the School Operating Fund, which details revenues and expenditures for the County's public school system; and the Utilities Fund, which details the fiscal activities of the County's water, sewer, and wastewater treatment plant. Other funds are established to isolate capital expenditures as well as inter-governmental service organizations, which sell their services (as would private enterprise) to other County agencies.
FUND BALANCE	The balance of resources remaining at the end of a fiscal year, calculated by taking the beginning balance as of the beginning of the fiscal year, adding in all revenues received during the year, and subtracting that year's expenditures. Fund balance is available to support the spending needs of the fund.
FUNDED FTEs	The number of full-time equivalent positions for which the resources to support the positions have been included in the budget. The count of funded FTEs is calculated as the number of authorized FTEs less the number of frozen FTEs.
FUND TRANSFER	Movement of resources from one fund to another, which is authorized by the County Board. This is primarily done between the General Fund and other operating funds, for example, General Fund transfer to the Automotive Equipment Fund for new vehicles authorized by the County Board.
FY	Fiscal Year
GENERAL FUND (GF)	A fund type used to account for the ordinary operations of County government that are financed from taxes and other general revenues and are not accounted for in other funds. This is the most important fund in the Arlington County budget, and it is comprised primarily of local tax revenues and fees.
GRANICUS	A public hearing management system that was implemented in the County in April 2007. The system integrates the live web-casting of County Board meetings, access to meeting material, and the annotation of meeting minutes.
GRANTS	Contributions or gifts of cash or other assets from another government or private entity to be used or expended for a specified purpose or activity.

GRAMS	The Government Response and Memorandum System is a workflow tracking system that allows the County Board to communicate with County departments and employees through the County Manager. GRAM responses are used to both answer residents' questions and to inform all Board members on community issues.
HCD	Housing and Community Development
HCV	Housing Choice Vouchers
HIV	Human Immunodeficiency Virus
HOME	The HOME Investment Partnership Act, a federal housing program
HRD	Human Resources Department
HUD	U. S. Department of Housing and Urban Development
IDA	Industrial Development Authority
INDIRECT COST	Expenditures that are required in the production of a good or service which cannot be directly traceable to the good or service.
INTERNAL SERVICE FUNDS	Funds established to finance and account for services furnished by a designated County agency to other agencies, where the service is provided on a cost reimbursement basis. Internal Service Funds include Printing and Automotive Equipment.
JFAC	Joint Facilities Advisory Committee
JTPA	Job Training Partnership Act
LIB	Department of Libraries
LIHTC	Low Income Housing Tax Credit
LINE OF BUSINESS	A subset of a County department that has a uniquely identifiable budget, staff, and function.
LIVING WAGE	The living wage is a strategy used to raise the incomes of low-paid employees to a level sufficient to provide adequate food, housing, and health care. Arlington implemented a living wage policy for County employees and certain contractors in FY 2004 and was updated in FY 2017 (to \$14.50 per hour) and in FY 2019 (to \$15.00 per hour). The living wage rate is reviewed on an annual basis as part of the budget process.
LPACAP	Local Public Assistance Cost Allocation Plan
MARKET PAY ADJUSTMENT	An overall increase in the County's employee pay scale, expressed on a percentage basis, based on an assessment of the County's pay scale in relation to other area jurisdictions.
MARKS	Market Rate Affordable Units

MC	Maintenance Capital, previously called Capital Assets Preservation Program (CAPP), is funded through the capital portion of the budget. This is a program intended to prolong the useful life of existing capital assets by ensuring they are maintained, updated and renewed as necessary.
METRO	Washington Metropolitan Area Transit Authority
MISSION STATEMENT	A short, succinct statement that describes why a program or department exists.
NEIGHBORHOOD CONSERVATION (NC)	The Neighborhood Conservation Program provides a mechanism for funding capital projects to address the needs of participating County neighborhoods. The Program is overseen by the Neighborhood Conservation Advisory Committee (NCAC), made up of representatives from all participating neighborhoods.
NET TAX SUPPORT (NTS)	The amount of local taxes required to finance a particular program or set of programs. The net tax support is determined by subtracting all state and federal aid, fees, charges and other directly attributable revenues from the total cost of the program or set of programs.
NON-PERSONNEL EXPENSES	See "Operating Expenses"
NSA	Neighborhood Strategy Area
NVTA	Northern Virginia Transportation Authority
OBJECTIVE	Refers to a strategic position to be attained or a purpose to be achieved.
OPEB	Other Post-Employment Benefits
OPERATING EXPENSES	Includes the cost of contractual services, supplies, and materials and equipment. Also referred to as "Non-Personnel Expenses."
OPERATING RESERVE	A portion of County revenues that are received and set aside for use in financing unforeseen major revenue shortfalls.
OSHA	Occupational Safety and Health Administration
OUTCOME MEASURE	Results oriented measure that demonstrates the achievement of a department or program's mission.
PAY-AS-YOU-GO (PAYG)	Refers to the method of financing capital projects. The Pay-As-You-Go Capital projects are funded from annual appropriations as part of the adopted operating budget.

PERFORMANCE MEASURES	A listing of a department, division, or program's measures that reflect information pertaining to relative overall outcomes or customer, process, financial, or work force measurements.
PERSONAL PROPERTY	A category of property, other than real estate, identified for purposes of taxation. It is comprised of personally owned vehicles as well as corporate property and business equipment. Examples include automobiles, motorcycles, trailers, boats, airplanes, business furnishings, and manufacturing equipment. Goods held for sale by manufacturers, wholesalers, or retailers are not included in this category.
PERSONNEL EXPENSES	Refers to the costs of salaries, wages, and fringe benefits such as the employer's share of retirement contributions, Social Security (FICA) contributions, health insurance, life insurance, and employee transit subsidies.
POL	Police Department
POLICY PRIORITY	Program enhancements identified by the County Manager for County Board consideration as part of the proposed budget. These are not funded within the base budget but are proposed as options to add to the base budget. Also referred to in some years as "Program Change Proposals."
PPTRA	Personal Property Tax Relief Act
PRD	Price related differential
PREA	Prison Rape Elimination Act
PRODUCTIVITY/EFFICIENCY SAVINGS	Items, programs, and tasks identified by each department or agency that have been altered or eliminated to produce a more efficient use of resources.
PROGRAM	A part of an organization with definable and unique functions, goals, or objectives. Two examples are the Residential Refuse and Recycling Program within the Department of Environmental Services and the Madison Adult Day Health Care Center within the Department of Human Services.
PROGRAM CHANGE PROPOSAL (PCP)	A policy or program alternative (representing a change from current operations) identified by the County Manager for County Board consideration. PCPs are not included as recommended items financed within the base budget; rather, these proposals are options to add or subtract from the budget as proposed. Also referred to in some years as "Policy Priorities" or "Strategic Initiatives."
PROGRAM GOAL	A general statement of purpose. A goal provides an operating framework for each program unit and reflects realistic constraints upon the unit providing the service.
PSC	Public Service Corporation

REAL PROPERTY	Real estate, including land and improvements (buildings, fences, pavements, etc.) classified for purposes of assessment.
RET	Retirement Board
REVENUE	Income that Arlington County collects and receives into the treasury for public use. Taxes, fees for services, and grants are sources of revenue, for example.
REVISED BUDGET	A presentation of the budget sometimes used for comparative purposes, which includes the budget adopted by the County Board, plus specific supplemental appropriations approved by the Board during the course of the fiscal year.
SCAAP	State Criminal Alien Assistance Program
SHORT-TERM FINANCING	Short-term financing is a financing mechanism with a short maturing rate used to acquire equipment, rolling stock, furniture and technology purchases that have useful lives ranging from three to ten years. The County had previously used master lease financing as the tool for these types of purchases.
SLY	Safety, Liquidity, and Yield
SPECIAL REVENUE FUND	Funds established to segregate resources restricted to expenditures for a specific purpose. The Rosslyn Business Improvement District fund is an example of a special revenue fund.
SSI	Supplemental Security Income
STATE SHARE	Revenue in the Department of Human Services which flows through a variety of state agencies to the County in support of human service programs. The funding may originate as state or federal funds, but all comes through the state, often on a block grant or formula basis.
SUPPLEMENTAL APPROPRIATION	An increase to a department's budget (spending authority) approved by the County Board during the course of the fiscal year. It generally involves appropriation of a grant or other outside revenue.
SUPPORTING MEASURE	A type of output measure that indicates the amount of services a program provides and supports the achievement of critical measures. Outputs are the amount of services a program provides. These services support the program achieving its desired results or the outcome.
SVME	The Supervised Visitation and Monitored Exchange (SVME) program provides non-custodial parents the chance to spend quality time with their children in a quiet, calm, and nurturing atmosphere at Sequoia Plaza III. Funding for the program is provided by the Safe Havens grant.

TANF	Temporary Assistance for Needy Families
TAX BASE	The total market value of real property (land, buildings, and related improvements), public service corporation property, and personal property (cars, boats, and business tangible equipment) in the County.
TAX RATE	The level of taxation stated in dollars. For example, the adopted FY 2018 real estate tax rate of \$1.006 per \$100 of assessed valuation (excluding the stormwater tax) on a \$400,000 house would result in a real estate tax bill of \$3,984 per year ($\$400,000 \times 0.00991 = \$4,024$).
TCF	Transportation Capital Fund
TIF	Tax Increment Financing
TOAH	Transit Oriented Affordable Housing
TRUST AND AGENCY ACCOUNT	Accounts used for contributions from private donors and other miscellaneous sources which are restricted for various purposes. Funds in these accounts are not reflected in the County's operating budget.
VHDA	Virginia Housing & Development Authority
VIEW	Virginia Initiative for Employment Not Welfare Program
WIA	Workforce Investment Act
WMATA	Washington Metropolitan Area Transit Authority
WORKLOAD MEASURES	Represent the numerical inputs, outputs and/or outcomes of County operating programs.