

AGENDA NOTE – HRPDC QUARTERLY COMMISSION MEETING

ITEM #7: STAFF COMPENSATION – FY 13

SUBJECT:

Proposed performance based salary adjustment.

BACKGROUND:

The proposed FY 2013 Budget was presented to the Commission during its April 19, 2012 Quarterly Commission meeting. The budget included a proposed two percent performance based adjustment for staff. The budget was approved with the caveat that the Commission would consider the proposed adjustment during its June 21, 2012 meeting.

The HRPDC Personnel & Budget Committee met on June 21, 2012 just prior to the Commission meeting. The Committee looked at comparisons between localities, and based on their discussions during that meeting, the Committee recommended a performance based adjustment of 1.5%. The Commission requested the staff provide a comparison of local salary increases to the Board, and it was further recommended the issue be reconsidered at the July 19, 2012 meeting.

Attached is a chart detailing the requested information on local salary increases and bonuses from FY09-FY13.

The Personnel & Budget Committee will report its recommendation to the Commission.

Note: This item will be presented for action under Agenda Item #10F.

**Local Salary Increase
by Fiscal Year**

Jurisdiction	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	TOTAL % FY 09-13	Total Bonus FY 09-13
Chesapeake	3.00%	0.00%	1.50%	1.50%	0.00%	6.00%	0
Franklin	0.00%	0.00%	1.50%	0.00%	0.00%	1.50%	0
Gloucester	2.70%	0.00%	0.00%	0.00%	2.00%	4.70%	0
Hampton	2.84%	0.00%	0.00%	Net 1 time perf pay; FT \$500; PT \$250	0.00%	2.84%	\$ 500
Isle of Wight	3.00%	0.00%	0.00%	5.00%	0.00%	8.00%	0
James City	3.00%	0.00%	0.00%	Gross bonus; FT \$1,000; PT \$500	0.00%	3.00%	\$ 1,000
Newport News	2.00%	0.00%	\$500 bonus	2.00%	1.50%	5.50%	\$ 500
Norfolk	3.50%	0.00%	0.00%	\$500 bonus	2.00%	5.50%	\$ 500
Poquoson	4.00%	0.00%	0.00%	\$1,000 to base & \$1,000 bonus	0.00%	4% + \$1,000 to base	\$ 1,000
Portsmouth	3.00%	0.00%	0.00%	2.00% bonus	3.00% bonus	3.00%	5%
Southampton	2.00%	0.00%	0.00%	2.00%	0.00%	4.00%	0
Suffolk	3.00%	2% bonus	2% bonus	0.00%	2.00%	5.00%	4%
Surry	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Virginia Beach	2.50%	0.00%	0.00%	2.50%	0.00%	5.00%	0
Williamsburg	3.00%	0.00%	0.00%	2.00%	0.00%	5.00%	0
York County	5.28%	0.00%	0.00%	\$600 Bonus	0.00%	5.28%	\$ 600
Average						4.55%	\$ 683*

SPSA	2.80%	0.00%	0.00%	3.00%	2.00%	7.80%	0
HRPDC	1.80%	0.00%	0.00%	2.30%	1.50%	5.60%	0

**Average for localities that allocated bonuses*