

AGENDA NOTE – HRPDC QUARTERLY COMMISSION MEETING

ITEM #3: FY 2014 BUDGET - STAFF PERFORMANCE COMPENSATION

SUBJECT:

Proposed performance based salary adjustment.

BACKGROUND:

The proposed FY 14 Budget was presented to the Commission during its April 18, 2013 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 July 18, 2013 meeting.

The HRPDC Personnel & Budget Committee met on March 21, 2013 just prior to the Commission meeting. The Committee requested the staff provide a comparison of local salary increases to the Commission at the July 18, 2013 Quarterly Meeting.

Attached is a chart detailing the requested information on local salary adjustments and bonuses from FY 09 – FY 14.

The Personnel & Budget Committee will meet on July 18, 2013 just prior to the Quarterly Commission Meeting. The Committee will report its recommendation to the Commission.

Attachment 3

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

Local Government Salary Adjustments Survey
FY 2009-2014
 Prepared by HRPDC - July 18, 2013

Jurisdiction	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	Raises FY 09-14	Bonuses FY 09-14	Total Salary Adjustment*
Chesapeake	3.0%	0.0%	1.5%	1.5%	0.0%	1.6%	7.6%	\$ -	7.60%
Franklin	0.0%	0.0%	1.5%	0.0%	0.0%	2.0%	3.5%	\$ -	3.50%
Gloucester	2.7%	0.0%	0.0%	0.0%	2.0%	2.0%	6.7%	\$ -	6.70%
Hampton	2.8%	0.0%	0.0%	\$500 bonus	0.0%	1% plus \$1,000 or \$750 to base	3.8% plus \$1,000 to base	\$ 500	4.30%
Isle of Wight	3.0%	0.0%	0.0%	5.0%	0.0%	0.0%	8.0%	\$ -	8.00%
James City	3.0%	0.0%	0.0%	\$1,000 bonus	0.0%	3.0%	6.0%	\$ 1,000	6.33%
Newport News	2.0%	0.0%	\$500 bonus	2.0%	1.5%	2.0%	7.5%	\$ 500	7.67%
Norfolk	3.5%	0.0%	0.0%	\$500 bonus	2.0%	2.0%	7.5%	\$ 500	7.67%
Poquoson	4.0%	0.0%	0.0%	\$1,000 to base & \$1,000 bonus	\$1,000 to base	\$ 525	4% plus \$2,525 to base	\$ 1,000	5.18%
Portsmouth	3.0%	0.0%	0.0%	2% bonus	3% bonus	3.0%	6.0%	5%	6.83%
Southampton	2.0%	0.0%	0.0%	2.0%	0.0%	Unknown	4.0%		4.00%
Suffolk	3.0%	2% bonus	2% bonus	0.0%	3.0%	0.0%	6.0%	4%	6.67%
Surry	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown	
Virginia Beach	2.5%	0.0%	0.0%	2.5%	0.0%	2.0%	7.0%	0	7.00%
Williamsburg	3.0%	0.0%	0.0%	2.0%	0.0%	2.0%	7.0%	0	7.00%
York	5.3%	0.0%	0.0%	\$600 bonus	0.0%	2.0%	7.3%	\$ 600	7.48%
Weighted Local Gov't Average									6.92%
SPSA	2.8%	0%	0%	3.0%	2.0%	2.0%	9.8%		9.8%
HRSD: COLA	4.1%	0%	0%	0%	3.0%	1.7% Bonus*	7.1%	1.7%	8.8%
Merit/Step	4.4%	4.4%	4.4%	4.4%	0%	4.4%	22.0%		
HRPDC	1.8%	0%	0%	2.3%	1.5%	2.0%	7.6%		7.6%

*Based on a \$50,000 annual salary. Includes adjustments to base pay and bonuses.

**Not all employees are eligible for merit/step; depends on employee's step

***35% qualify for merit some time during FY 14; 37% qualify for bonus for those at top of grade for 12 mos., effective 7/1/13

