

Total Compensation Study Implementation

Board Meeting- June 15, 2017

Agenda

- History
- Study methodology
- Findings
- Recommendations

Study Methodology

- Employee outreach
- JAT
- Market survey
- Position slotting and salary placement

Goals & Objectives

- Goals:
 1. Alleviate salary compression
 2. Salary adjustments to compete with market
 3. Keep pace with economy and guard against future compression
 4. Establish merit as baseline for pay increase eligibility
- Objectives:
 1. Reduce unwanted attrition
 2. Decompress salaries by rewarding longevity
 3. Build morale by affirming our employees performance
 4. Establish stronger compensation strategies

Recommendations

- New compensation pay scale
- COLA
- Longevity salary adjustment
- Classification date parity increase

New Compensation Pay Scale

- Aligns salaries with market
- Creates consistent midpoint progression at 5%
- Maintains 60% range spread

New Compensation Pay Scale

- See “Classification Compensation & Benefits Study for Spotsylvania County Final Report (pages 6-5, 6-7 thru 6-12)

Cost of Living Adjustment (COLA)

- Adjust salary of all employees with at least one year of service as of 7/1/2017
- Increase base salary by 1.3%
- Proposed increase based on annual average “all urban” Consumer Price Index (CPI)

Longevity Salary Adjustment

- Additional salary adjustment recommended by Staff
- Increases given based on total length of service
- Recognizes and rewards longevity and loyalty

Years of Service	Pay Increase
0 - 4.9	0%
5 – 9.9	1%
10 – 14.9	2%
15 – 19.9	3%
20+	4%

Classification Date Parity

- Places employees into newly assigned pay grade based on years of experience in current classification
- Based on 30-year career
- Addresses compression

For example:

- Joe's current salary is \$23,000.
- He has been in current position for 15 years.
- Proposed salary range for his grade is:
\$21,520 - \$27,976 - \$34,432.
- Proposed new salary \$27,976
(15 years/30 years= 0.50 or 50%)

Implementation Timeline

Due Date	Activity
May 26, 2017	Finalize compensation reports
June 9, 2017	Confirm pay increases with directors
June 15, 2017	Present implementation plan to BoS
June 19, 2017	Publish new compensation scale Communicate implementation plan to employees
July 16, 2017	Process pay increases
July 17, 2017	COLA and longevity pay increases effective
Aug. 4, 2017	COLA and longevity pay increases visible in paycheck
TBD	Classification date parity (phase 1) increase effective
TBD	Classification date parity (phase 1) visible in paycheck