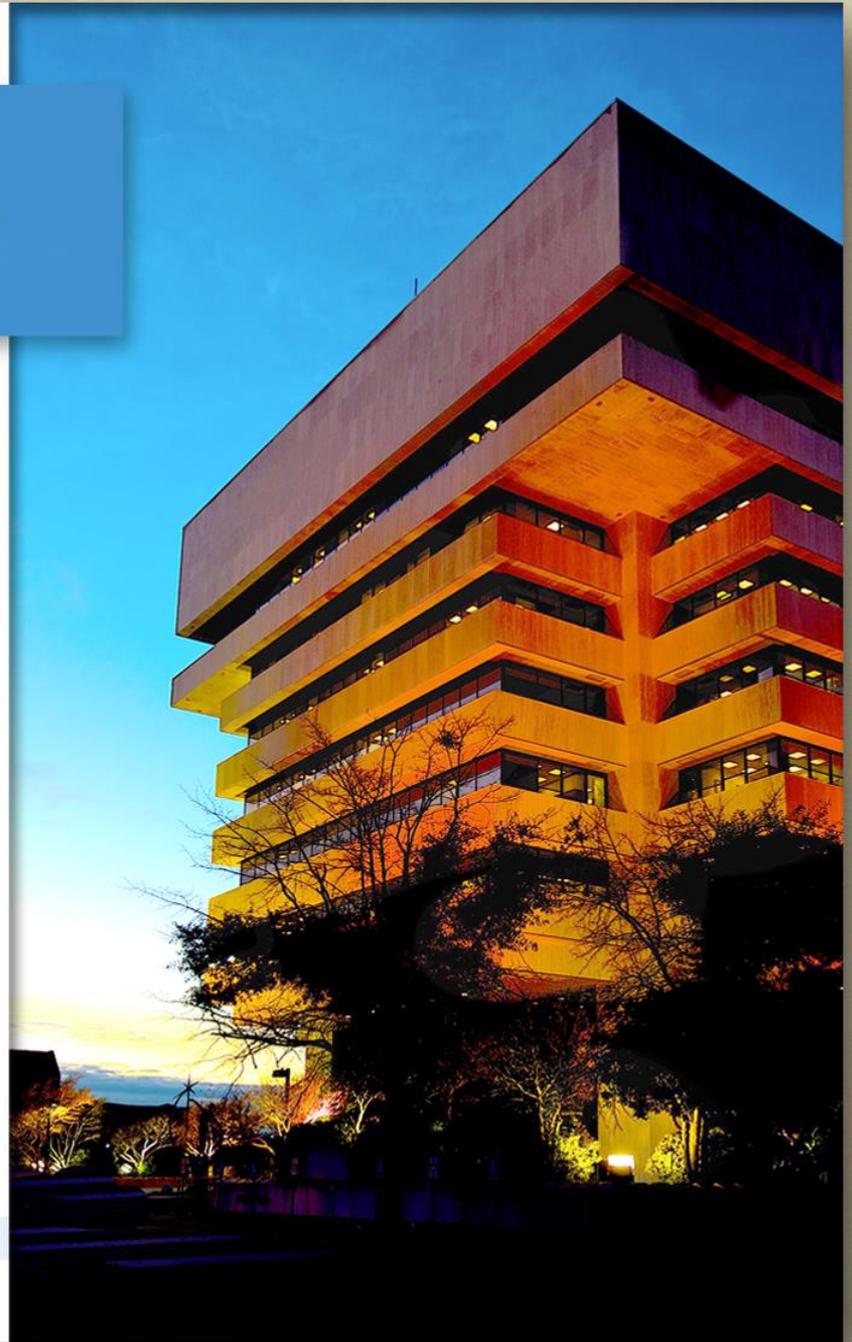


HAMPTON VA

FY 20 Compensation Considerations

February 27, 2019



Agenda

- 2016 Compensation Study Recap
 - History of Increases
 - FY 20 Salary Considerations
 - Public Safety
 - Equipment Operators
 - Questions
- 

2016 Compensation Study Recap

- Consolidation of positions and salary schedules
- Adjustment to new ranges
- Compression adjustments
 - \$100-\$700 (Civilian)
 - \$300-\$2,100 (Public Safety)

2016 Compensation Study Recap

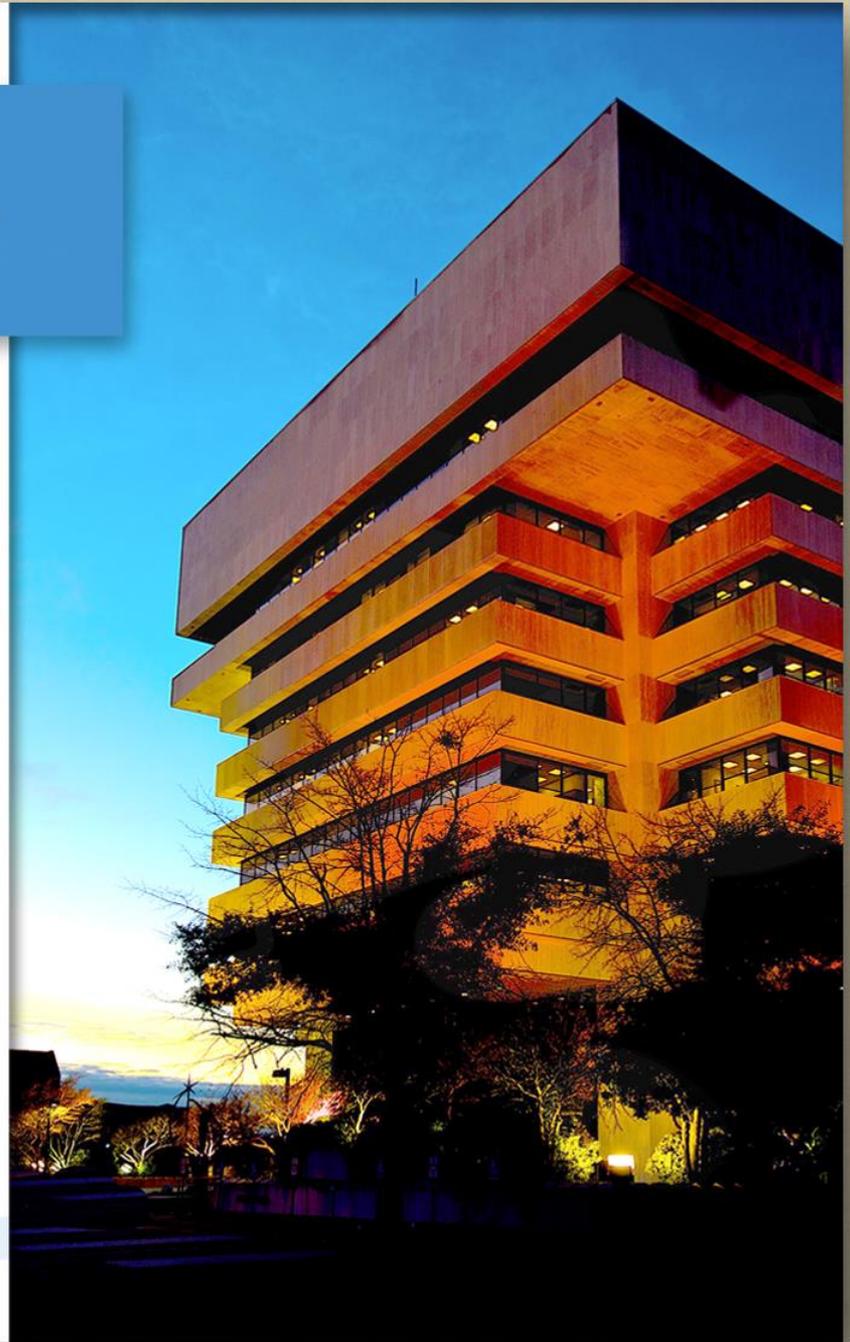
- 90 benchmark positions
- Employee survey market:
 - Chesapeake, Newport News, Norfolk, Portsmouth, Richmond, Suffolk, Virginia Beach, Williamsburg/James City County
- Executive survey market:
 - Added Austin, TX; Chesterfield County, VA; Ft. Lauderdale, FL; Henrico County, VA; Jacksonville, FL; Loudon County, VA; Orlando, FL

Regional Salary Increase History

Locality	FY15	FY16	FY17	FY18	FY19
Chesapeake	3% or \$1,000	0.0%	2.5%	2.5% GWI; \$500/\$1000 merit 10/1, some market adjustments	2.5% GWI, 2.5% range adjustment, some market adjustments
Gloucester	3% for select grades	0.0%	4.0%	0% GWI, funds for market adjustments and compression	2.0% COLA; bring salaries closer to market, increases vary 0%-8%
Hampton	\$250-\$1,000 bonus	3.0%	2.0%	2.0% GWI for permanent full-time employees	2.0% GWI for permanent full-time employees
Isle of Wight	0.0%	2.0%	0.0%	1.5% GWI for all FT & PT employees; 1.5% average merit; 0.5% range adjustment	2% COLA; 1% merit; 1.0% range adjustment
James City	1.0%	0.0%-4.0%	0.0%-4.0%	0.0%-4.0% merit	2.0% GWI; ½ comp study; select increases \$100-6.0%
Newport News	0.0%-6.0%	0.0%-6.0%	3.0%	3.0% average merit; \$450k compression;	2.0% merit; PS range adjustment
Norfolk	2.0%	2.0%-3.0%	2.0%	2.0% GWI & ranges (civilian); 2.5% GWI & ranges (PS 1/18)	2.0% GWI civ; step increase for PS
Poquoson	\$525	0.5%	2.0%	2.0% GWI	2.0% GWI
Suffolk	1.0%	0.0%	2.0%	1.2% COLA for select employees	2.5% COLA
Virginia Beach	2.0%	3.0%	2.34%	1.0% GWI; 1.0% merit; 2% GWI PT employees; compression	2.0% merit
Williamsburg	2.0%	2.0%	2.0%	2.0% GWI	2.0% GWI, \$500 to employees earning <\$50k
York	3.0%	2.5%	1.0%	\$1,500 GWI; 3% range adjustment; \$300-\$1,100 compression	2% GWI, \$700 to employees earning <\$100k

HAMPTON VA

Sworn and Uniform Public Safety



Fire Turnover History

	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19 YTD</u>	<u>Totals</u>
Retirement	6	2	4	13	5	3	3	10	46
Involuntary	3	3	0	1	5	3	4	3	22
Voluntary	13	12	8	12	12	13	14	12	96
Relocation	3	0	1	1	0	0	1	1	7
Career Change	3	3	4	2	5	1	2	1	21
Other FD	1	2	1	0	3	6	7	7	27
Personal	4	2	0	9	2	3	1	3	24
No Reason	2	3	1	0	2	2	3	0	13
Pending Separation	0	2	1	0	0	1	0	0	4
Totals	22	17	12	26	22	19	21	25	164

Police Turnover History

	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19 YTD</u>	<u>Totals</u>
Retirement	4	7	5	8	17	7	9	9	66
Involuntary	4	5	3	1	6	5	5	2	31
Voluntary	7	10	22	15	13	16	14	19	116
Relocation	2	1	4	1	0	4	0	2	14
Career Change	1	4	11	9	11	7	6	7	56
Other PD	1	0	0	1	0	1	0	1	4
Personal	1	3	4	3	1	0	2	1	15
No Reason	1	0	1	1	1	2	4	8	18
Pending Separation	1	2	2	0	0	2	2	0	9
Totals	15	22	30	24	36	28	28	30	213

Fire Salary Observations

- EMT Advanced, EMT Intermediate, Paramedic incentives are included in salaries to reflect true minimums

Firefighter Recruit

<u>Respondent</u>	<u>Minimum</u>
Virginia Beach	\$42,723
Newport News	\$42,000
Chesapeake	\$41,184
York	\$40,909
Suffolk	\$40,238
Norfolk	\$40,000
Portsmouth	\$39,500
Hampton	\$38,618
Average	\$40,647

Firefighter EMT

<u>Respondent</u>	<u>Minimum</u>
Virginia Beach	\$44,886
Newport News	\$44,068
Chesapeake	\$43,456
Hampton	\$43,297
Portsmouth	\$42,500
Norfolk	\$42,450
Suffolk	\$42,344
York	\$40,909
Average	\$42,989

Firefighter EMT-I

<u>Respondent</u>	<u>Minimum</u>
Virginia Beach	\$49,524
Suffolk	\$46,684
Chesapeake	\$46,135
Hampton	\$45,462
Newport News	\$44,719
Portsmouth	\$43,700
Norfolk	\$43,500
York	\$41,909
Average	\$45,204

Firefighter w/Paramedic Certification

<u>Respondent</u>	<u>Minimum</u>
Chesapeake	\$50,682
Newport News	\$49,719
Virginia Beach	\$49,524
Hampton	\$49,462
Norfolk	\$49,354
Suffolk	\$49,018
Portsmouth	\$46,467
York	\$45,409
Average	\$48,704

Police Recruit

<u>Respondent</u>	<u>Minimum</u>
Virginia Beach	\$42,723
Newport News	\$42,000
Chesapeake	\$41,184
Suffolk	\$40,238
Norfolk	\$40,000
Portsmouth	\$39,500
Hampton	\$38,618
Average	\$40,609

Police Officer

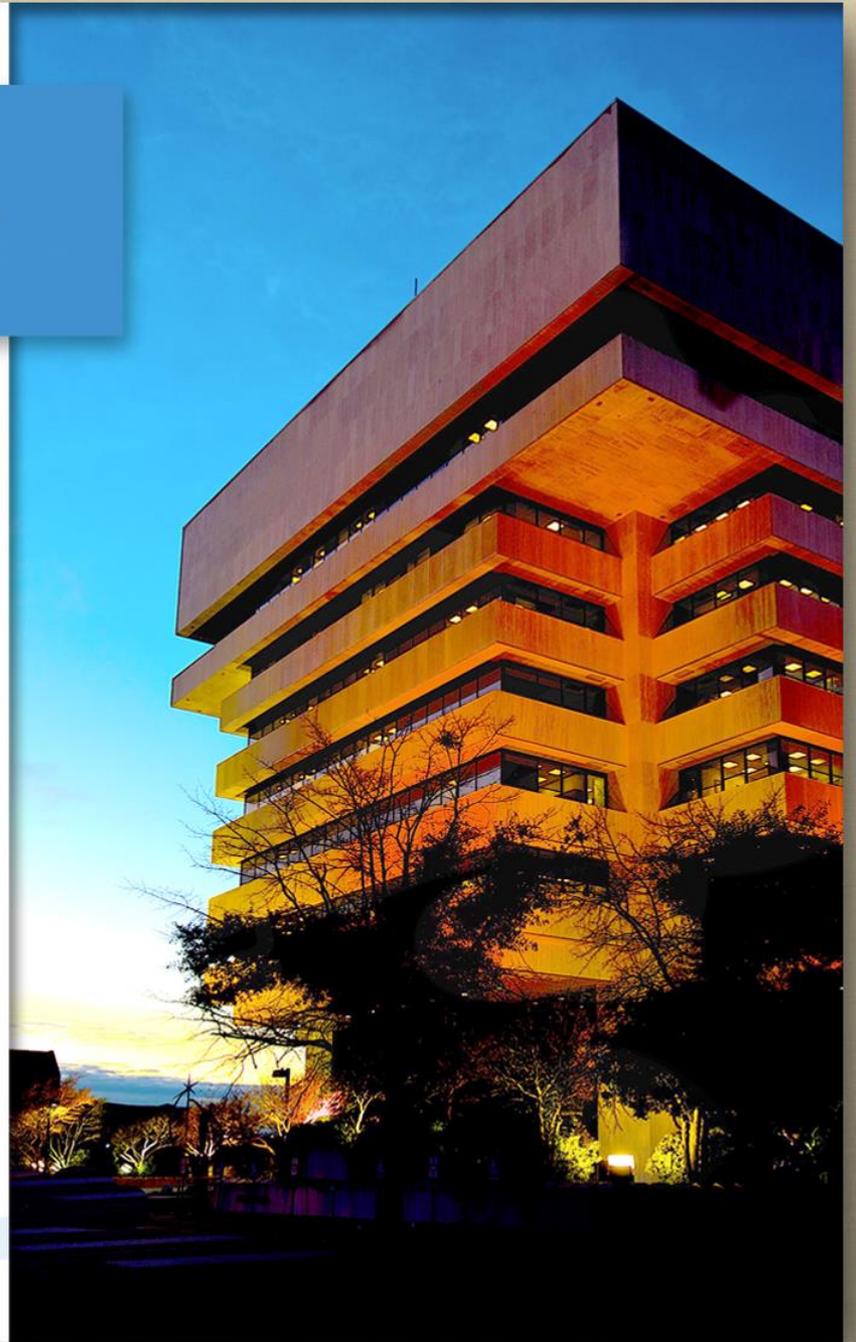
<u>Respondent</u>	<u>Minimum</u>
Virginia Beach	\$44,886
Newport News	\$44,719
Hampton	\$43,297
Chesapeake	\$41,184
Suffolk	\$40,238
Norfolk	\$40,000
Portsmouth	\$39,500
Average	\$41,975

Promotion Through the Ranks

- 10% Increase (No Change in FLSA)
 - Medic/Firefighter to Lieutenant to Captain
 - Police Officer to Corporal to Sergeant to Lieutenant
- 12% Increase (Non-Exempt to Exempt)
 - Fire Lieutenant to Battalion Chief
 - Police Lieutenant to Captain

HAMPTON VA

Equipment Operator Series



Equipment Operator Turnover History

	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19 YTD</u>	<u>Totals</u>
Retirement	1	0	3	2	4	2	3	1	16
Involuntary	2	5	3	6	1	6	6	3	32
Voluntary	5	7	8	11	13	4	11	8	67
Relocation	0	1	1	6	0	1	3	1	13
Career Change	2	2	2	2	11	1	0	3	23
Other PWD	1	2	2	2	0	1	5	2	15
Personal	0	1	1	1	0	0	1	0	4
No Reason	2	1	2	0	2	1	2	2	12
Pending Separation	0	0	0	0	0	0	0	0	0
Totals	8	12	14	19	18	12	20	12	182

Equipment Operator Observations

- Different equipment may result in a different title
 - Experience levels varied between localities
- 

Equipment Operator I

<u>Respondent</u>	<u>Minimum</u>
Norfolk	\$29,391
Portsmouth	\$28,492
Virginia Beach	\$27,789
Newport News	\$27,468
Hampton	\$26,759
Chesapeake	\$26,388
Average	\$27,714

Equipment Operator II

<u>Respondent</u>	<u>Minimum</u>
Virginia Beach	\$30,680
Chesapeake	\$30,241
Portsmouth	\$29,916
Newport News	\$29,174
Hampton	\$28,097
Average	\$29,622

Equipment Operator III

Virginia Beach	\$33,862
Suffolk	\$33,178
Chesapeake	\$32,381
Portsmouth	\$31,411
Newport News	\$30,996
Hampton	\$30,977
Average	\$32,134

Equipment Operator IV

<u>Respondent</u>	<u>Minimum</u>
Chesapeake	\$35,808
Virginia Beach	\$35,568
Newport News	\$35,012
Suffolk	\$34,838
Norfolk	\$34,445
Portsmouth	\$32,983
Hampton	\$32,526
Average	\$34,454

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Questions?

