

Agenda Item #3 – Handout

Updated Information – FY 2014 Budget – Staff Performance Compensation

Hampton Roads Planning District Commission



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	5.8%	\$ 500	5.97%
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	9.0%	\$ 1,000	9.33%
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									7.08%
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



Local Salary Adjustments FY 2009-2014

(Assumes a FY14 2% HRPDC Merit-Based Adjustment)

