

Member *update*

May 9, 2017 ~ Vol. 19 No. 2 ~ City of Virginia Beach

FY18 Approved Budget has Minor Changes from what was Proposed—2% Raises Remain

PAY INCREASES

City Council adopted the FY 17/18 budget tonight, which included a few changes from what was proposed by the City Manager, but nothing that impacted pay increases.

So, let's start with that.

On July 1, 2017:

- ◆ Full-time employees will receive a 1 percent general increase and a 1 percent merit increase
- ◆ Part-time employees will receive a 2 percent general increase
- ◆ Pay-range minimums and maximums will increase by 1 percent

Merit Increase Details

On July 1, 2017, a 1 percent merit increase, which also helps to address compression, will be provided to *eligible* full-time employees.

- ◆ Your merit increase will be based on the midpoint of your pay range (see page 3 for midpoints).
- ◆ Employees will receive the same dollar amount whether they're close to the bottom or top of their range (up to the pay range maximum). "Topped out" employees are **not** eligible for the merit increase.
- ◆ In keeping with our accountability efforts, deemed important in your *Member Survey* results, requirements must be met before you receive a merit increase.

- 1) All full-time employees must receive an annual performance evaluation that "meets expectations." Evaluations provided between July 1 and December 31, 2016 **will be honored for this merit increase**. Employees with an evaluation due between January 1, 2017 and June 30, 2017 **must have a "current" evaluation completed in order to receive the merit increase**. No evaluation = no merit increase (until the evaluation is completed).
- 2) Evaluations must be completed and entered into InSITE no later than **June 9, 2017**.
- 3) Supervisors will **not** receive a merit increase until:
 - A. They've completed annual (not 6-month) evaluations for all of their full-time direct reports
 - B. Their immediate supervisor has provided them with a completed evaluationNew hires are only eligible for a merit increase if they've completed their probation and have received their first annual performance evaluation (with a "meets expectations" rating).

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MORE GOOD NEWS

- ◆ \$850,000 will be used to **address vertical compression** (when supervisors make less than those who report to them). Around 300 employees will receive vertical compression adjustments. Human Resources will notify Directors in June.
- ◆ **Tuition Reimbursement** will increase to \$350,000, which is \$100,000 more than what was available this year
- ◆ **145 new positions** will be added (this includes six more FTE's that City Council added) such as:
 - 45.25 in Human Services (most of the costs are offset by converting contractual positions and from State revenue)
 - 37.5 for those that are public safety-related: 12 for Police, 7.5 for EMS, 5 for Sheriff's Office, 5 for Fire, 1 for ECCS (*see additions on this page*) and 1 for Emergency Management
 - 23 in Public Works (engineers, inspectors, painters, motor equipment operators, etc.)
 - 12 for the new Housing Resource Center

A FEW RATE INCREASES

City Services Bill — Three of the four parts of the City services bill will **not** increase: water, sewer and trash. However, the storm water fee will increase 2.5 cents per day for each of the next five years. This will result in an average annual increase of \$9.12. This funding will be used for storm water issues. And, based on citizen requests, this bill will switch from being mailed bimonthly to monthly.

Real Estate Tax Rate — The rate will increase 1.25 cents and be used specifically to help Schools fund the first two years of full-day kindergarten. The real estate tax rate will go from \$0.99 cents per \$100 of assessed value to \$1.0025. This is an average annual increase of around \$30 for a household.

REALLOCATION OF LIGHT RAIL FUNDING

There were four revenue streams that were being used to fund light rail. With its defeat in November, the light rail finding has been reallocated:

- Funds will be returned to the Agriculture Reserve Program (Transition Area) & Open Space Fund (for maintenance and development)
- 1.8 cents of the real estate tax and \$5 of the automobile license fee will be re-appropriated to fund flood control and general government projects

COUNCIL CHANGES

Based on public input, City Council made the following changes to the FY 17/18 budget, which only increased the Operating Budget by \$150,000:

- To address storm water flood control issues (like those at Windsor Woods), **1 cent** of the real estate tax (1.8 cents had been set aside for light rail), **instead of .8 cents** will be used – this plus the 2.5 cent increase in the storm water fee will provide more than \$300 million in flood control projects over the next 15 years
- The other .8 cents (of the 1.8), along with \$5 of the automobile license fee, will be used to improve roads, preserve our beaches and provide essential technological and facilities infrastructure
- The increase in recreation center membership fees will be delayed until January 1, 2018 (instead of starting July 1, 2017)
- \$250,000 was added to ECCS's/311 budget for six more FTEs so they can once again provide 24/7 services

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MIDPOINT OF PAY RANGES

Amounts already include a 1 percent increase

Grade	Minimum	Mid-Point	Maximum
A.04	\$39,270	\$49,774	\$60,299
A.05	\$41,267	\$52,312	\$63,336
A.06	\$43,347	\$54,954	\$66,560
A.07	\$45,552	\$57,741	\$69,930
A.08	\$47,840	\$60,653	\$73,466
A.09	\$50,274	\$63,731	\$77,189
A.10	\$52,811	\$66,955	\$81,078
A.11	\$55,494	\$70,346	\$85,197
A.12	\$58,302	\$73,902	\$89,502
A.13	\$61,256	\$77,646	\$94,037
A.14	\$64,355	\$81,578	\$98,800
A.15	\$67,600	\$85,696	\$103,792
A.16	\$71,032	\$90,043	\$109,054
A.17	\$74,630	\$94,598	\$114,566
A.18	\$78,395	\$99,382	\$120,370
A.19	\$82,326	\$104,354	\$126,381
A.20	\$86,445	\$109,574	\$132,704
A.21	\$90,771	\$115,045	\$139,339
A.22	\$95,306	\$120,806	\$146,307
A.23	\$100,069	\$126,838	\$153,629
A.24	\$105,061	\$133,182	\$161,304
A.25	\$110,323	\$139,859	\$169,374
A.28	\$127,712	\$161,886	\$196,082
G.10	\$25,189	\$31,283	\$37,378
G.11	\$26,458	\$32,864	\$39,270
G.12	\$27,789	\$34,528	\$41,246
G.13	\$29,203	\$36,275	\$43,326
G.14	\$30,680	\$38,106	\$45,531
G.15	\$32,240	\$40,040	\$47,840
G.16	\$33,862	\$42,058	\$50,253
G.17	\$35,568	\$44,179	\$52,790
G.18	\$37,378	\$46,426	\$55,474
G.19	\$39,270	\$48,776	\$58,282
G.20	\$41,267	\$51,251	\$61,235
G.21	\$43,347	\$53,830	\$64,334
G.22	\$45,552	\$56,576	\$67,600
G.23	\$47,840	\$59,426	\$71,011
G.24	\$50,274	\$62,442	\$74,610
G.25	\$52,811	\$65,603	\$78,374
G.26	\$55,494	\$68,910	\$82,347
G.27	\$58,302	\$72,405	\$86,528

Grade	Minimum	Mid-Point	Maximum
G.7	\$21,778	\$27,061	\$32,323
G.8	\$22,818	\$28,330	\$33,862
G.9	\$23,962	\$29,765	\$35,568
Y.21	\$42,723	\$53,061	\$63,398
Y.22	\$44,886	\$55,744	\$66,602
Y.24	\$49,525	\$61,526	\$73,507
Y.25	\$52,042	\$64,646	\$77,230
Y.26	\$54,683	\$67,912	\$81,141
Y.28	\$60,362	\$74,963	\$89,565
Z.10	\$52,042	\$65,978	\$79,893
Z.13	\$60,362	\$76,502	\$92,664
Z.15	\$66,622	\$84,448	\$102,274
Z.17	\$73,528	\$93,226	\$112,902
Z.18	\$77,251	\$97,926	\$118,602
Z.21	\$89,440	\$113,381	\$137,301
Z.22	\$93,912	\$119,038	\$144,165
Z.24	\$103,522	\$131,248	\$158,954
Z.25	\$108,701	\$137,800	\$166,899

2018 Health Care Plan Approved

City Council approved the 2018 Health Care Plan design. There will be no change* to deductibles, co-pays or co-insurance amounts for the three plans offered (Premier, Standard and Basic). Employees and retirees who receive the City's contribution for their healthcare will not see an increase in their premiums. More information about Open Enrollment 2018, which will occur in October, will be communicated in the coming months by the Consolidated Benefits Office.

** Please note, plan design may be impacted in the event of legislative change or health care reform. If this would occur, the Consolidated Benefits Office would communicate that information as quickly as possible.*