



Albemarle County

Executive Summary

File #: 19-487, **Version:** 1

AGENDA DATE: 10/2/2019

TITLE:

Annual Update on Employee Compensation and Benefits

SUBJECT/PROPOSAL/REQUEST: Provide annual update on market data and health insurance updates for use in FY 21 budget development, subject to available revenues

ITEM TYPE: Regular Information Item

STAFF CONTACT(S): Richardson, Kamptner, Gerome

PRESENTER (S): Lorna Gerome, Dana Robb, Claudine Cloutier

LEGAL REVIEW: Yes

REVIEWED BY: Jeffrey B. Richardson

BACKGROUND: In October of each year, the Board of Supervisors and School Board meet to gain an understanding of the Human Resources Department's annual compensation market analysis and ongoing compensation projects, updates on the current state of and future changes to the County's benefits program, and wellness initiatives.

STRATEGIC PLAN: MISSION

To enhance the well-being and quality of life for all citizens through the provision of the highest level of public service consistent with the prudent use of public funds.

DISCUSSION: The purpose of the joint work session of the Board of Supervisors and School Board is for Board members to receive information on the following: 1) Compensation market analysis, based on Board adopted strategies for classified staff and teachers; 2) Compensation initiatives, to include discussion around options to increase minimum salary for full time employees and address compression; and 3) Health Insurance updates for the upcoming plan year, effective January 1, 2020, and projections for FY21.

BUDGET IMPACT: Staff is presenting this information to the Boards to inform the upcoming FY21 budget process.

RECOMMENDATION:

The purpose of the joint work session of the Board of Supervisors and School Board is to provide information on annual salary increase and health insurance, as well as to consider various options regarding increasing the current minimum salary amount based on staff research and analysis. While staff will not be providing recommendations at this time, staff will be seeking guidance from the Boards as to the preference and timing of options presented to address increasing the minimum salary.

ATTACHMENTS: None.