

**FY 2019-2020 Virginia Beach Budget  
Response to Council Questions**

**Question Number:** FY 20 67

**Question:** What would be the financial impact of addressing pay compression for all public safety employees other than just supervisors?

**Date Requested:** 4/8/2019

**Requested By:** Councilmember Abbott

**Department:** Budget and Management Services

**Response:**

Our FY20 budget proposal also addresses vertical compression experienced by promotions to first line supervisor (Police Sergeant and Fire Captain), as well as the remaining supervisory levels. This three year pay sequencing for newly promoted supervisors gets them to the midpoint in their new supervisor pay range. This eliminates the one-time adjustments that have failed to resolve this form of compression, that have catapulted virtually all public safety first line supervisors into the third and fourth quartile of their pay range and the correlation factor of their time in rank and their salary reflects an imbalance caused by the arbitrary pay adjustments.

Salary compression for non-supervisory public safety personnel is being addressed in the recommendation proposed in the upcoming budget in two distinct ways – through professional development plans and through merit increases. As noted in Reconciliation, \$4.5 million is included to address Sheriff pay parity and a career development plan for Police, Fire, EMS, and Sheriff.

Continued merit increases also help with horizontal compression. From FY09 until midway of FY17, merit increases were not available due to the economic conditions that existed. As a result, employees were not moving appropriately from the minimum towards the maximum of their assigned pay range, which caused salary compression with those coming into the organization. Since July 2017, we have provided merit increases and propose a 3% merit increase for the upcoming fiscal year. Additionally, we have been providing the merit raises based on the value of the pay range mid-point, which provides employees lowest in the pay range with the most benefit.