

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

**Question Number:** FY 20 79

**Question:** Why is the City higher than the SHRM benchmark for the City's PTO?

**Date Requested:** April 30, 2019

**Requested By:** Councilman Moss

**Department:** Human Resources

**Response:** The length of service utilized by the Society of Human Resource Management as shown in the table (attached) illustrating average paid time off granted per employee does not correspond well to the years of service categories we use, with the exception of the category of 5 to 9 years. In that category, our increase will place accrual at 19.5 days, where SHRM reports the average as 20.

## Average Paid Leave Days Awarded Per Year Based on Employees' Length of Service

	Less Than One Year	One Year	Two Years	Three Years	Four Years	Five to Nine Years	10 to 19 Years	20 or More Years
Paid-time-off plan	13	15	15	16	17	20	24	26
Paid vacation plan	8	10	11	12	12	15	19	22
Paid sick plan	7	10	11	13	14	17	19	19

*Note: n = 62-1,088. Number of days shown in table is the average. Only respondents whose organizations offer the respective paid leave plan to their full-time employees based on their length of service were asked this question. Paid personal plan data are not shown due to a small sample size.*