

**FY 2021-2022 Virginia Beach Budget  
Response to Council Questions**

**Question Number:** 28

**Question:** Provide the impact of a structural adjustment for each of these positions? For example, if each position were to move up 5% in the pay plan.

**Date Requested:** April 1, 2021

**Requested By:** Councilmember Wood

**Department:** Human Resources

**Response:** The table below provides the total amount a 5% increase would provide for sworn positions in each department listed in the table. The percent increase is separated into two categories. A general increase is based on actual salaries, while a merit increase is based on the midpoint of each position's pay range. In total, a 1% general increase for sworn positions would cost the City approximately \$1.35 million, while a 5% general increase would cost the City approximately \$6.72 million. Likewise, a 1% merit increase would cost the City \$1.42 million while a 5% merit would cost the City \$7.1 million.

<b>Estimated Cost of SWORN Increases by Dept</b>		
<b>Dept</b>	<b>5% General</b>	<b>5% Merit</b>
<b>EMS</b>	307,105	328,003
<b>FIR</b>	2,058,057	2,058,944
<b>POL</b>	2,965,296	3,083,949
<b>SHF</b>	1,394,784	1,630,295
<b>Grand Total</b>	<b>6,725,242</b>	<b>7,101,191</b>