



FY 2023 Recommended Budget Budget Question

Board Question #: 13

BUDGET QUESTION: Please provide the historical comparison of County and Schools salary adjustments.

RESPONDING DEPARTMENT/OFFICE: Budget & Grants, Schools

RESPONSE: Please see the document attached.

ESTIMATE OF STAFF TIME SPENT ON RESPONSE: This document is maintained year to year. No additional time required.

Salary Increase Trend Data

Fiscal Year	County	Schools
2004	2.2% COLA + 2.5% Merit	Step ¹ + 2% COLA
2005	1.8% COLA + 2.5% Merit	Step ^{1,2} + 2% COLA (7.07% - teachers)
2006	2.0% COLA + 2.5% Merit	Step ^{1,2} + 3% COLA (6.59% - teachers)
2007	3.0% COLA + 2.5% Merit	Step ^{1,2} + 2% COLA (11.66% - teachers)
2008	2.0% COLA + 2.5% Merit	Step ¹ + 2% COLA
2009	2% COLA	2.5% COLA
2010	None	None
2011	None	None, 3 Furlough Days for Directors and above
2012	1.5% COLA	\$600 Bonus and a 1% COLA
2013	2% increase for \$90,999 and below 0% increase for those above \$91,000 (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	0.8% increase for those below the Director level, 0% increase for at the Director level and above (all employees received an additional 5% pay raise to offset the 5% VRS share pickup)
2014	1% increase effective January 2014 (Mid-year) (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	\$900 pro-rata bonus (all contracted employees)
2015	2% increase (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	Step ¹ and a 1% COLA
2016	One-time 1% merit-based; 2% merit-based pay increase (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	3% COLA
2017	2% merit-based increase (all employees received an additional 1% pay raise to offset the 1% VRS share pickup)	2% COLA
2018	First phase of 3-year implementation of the compensation study through which employees received a 1.3% COLA, longevity increases ³ where applicable. After first applying the COLA and longevity adjustments, where necessary, salaries were then further increased by 1/3 of the additional amount needed to achieve the Classification Date Parity ⁴ recommendation from the Evergreen study	2% COLA

Source: County and Schools Budget/Finance staffs based on action taken in prior years by the Spotsylvania County Board of Supervisors and the Spotsylvania County School Board for their respective organizations

Fiscal Year	County	Schools
2019	<p>Second phase of 3-year implementation of the compensation study to include a 2.1% COLA; longevity adjustments of 0.5% for employees reaching 3 and 12 years of service, and 1% for reaching 5, 10 and 15 years of service; and the second 1/3 of implementation to achieve Classification Date Parity⁴.</p>	<p>4% - Teachers & support staff (hybrid Range Penetration Parity)</p> <p>2% - Administrators</p> <p><u>Evergreen (Year 1)</u></p> <p>Plus, as necessary, either bring to minimum of adjusted salary scales or increase by 1/3 of the additional amount needed to achieve the Classification Date Parity⁴.</p>
2020	<p>Third phase of 3-year implementation of the compensation study to include a 1.2% COLA; a 1.2% merit; longevity adjustments of 0.5% for employees reaching 3 and 12 years of service, and 1% for reaching 5, 10 and 15 years of service; and the third & final 1/3 of implementation to achieve Classification Date Parity⁴.</p> <p>During course of FY: approval of new Public Safety (PS) pay scale with steps - \$6.1M full year cost to implement.</p>	<p>4% - Teachers & support staff 3% - Administrators</p> <p><u>Evergreen (Year 2)</u></p> <p>Application of second 1/3 of the identified salary adjustment to achieve the Classification Date Parity⁴.</p>
2021	<p>Adopted Budget: Longevity adjustments of 0.5% for employees reaching 3 and 12 years of service, and 1% for reaching 5, 10 and 15 years of service.</p> <p>During course of FY: mid-year 1.8% COLA for all EEs; mid-year step for those EEs on the PS scale who completed at least a full year of service with the County as of 6/30/2020; mid-year 2% merit for FT and regular PT EEs completing at least a full year of service with the County as of 6/30/2020 and earning a 2 or better on their evaluation for the period through 6/30/2020.</p> <p>February 2021: When State mandated a \$500 bonus be paid to Comp Board-funded deputies, Board extended that to all PS EEs (sworn and not sworn) and approved \$250 bonuses for non-PS EEs.</p>	<p>During course of FY: \$900 bonuses – All staff</p>

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Fiscal Year	County	Schools
2022	<p>Longevity adjustments of 0.5% for employees reaching 3 and 12 years of service, and 1% for reaching 5, 10 and 15 years of service.</p> <p>Adopted Budget: mid-year 1.2% COLA for all EEs; mid-year step for those EEs on the PS scale who completed at least a full year of service with the County as of 6/30/2021; mid-year 2% merit for FT and regular PT EEs completing at least a full year of service with the County as of 6/30/2021 and earning a 2 or better on their evaluation for the period through 6/30/2021. In July 2021, the Board advanced these raises to become effective July 26, 2021 instead of at mid-year.</p> <p>November 2021: When State mandated a \$3,000 bonus be paid to Comp Board-funded deputies, Board extended that to all FT Sheriff's Office EEs in positions on the PS scale (sworn and not sworn).</p> <p>Mandated minimum wage increase to \$11/hr.</p>	<p>5.5% - Teachers & support staff 5% - Administrators</p> <p>Bus Driver longevity pay increase</p> <p>Mandated minimum wage increase to \$11/hr. \$0.75 hourly employee increase for rates already above \$11 minimum wage</p> <p><u>Evergreen (Year 3)</u> Application of third 1/3 of the identified salary adjustment to achieve the Classification Date Parity⁴.</p>

¹An average step increase is 1.43%, however the majority of pay scales include plateaus where the salary amount is "frozen" or stays the same for multiple years. Thus a step increase for these employees equates to 0%.

²The average increases resulting from salary scale adjustments for teachers combining the step & COLA are shown in parentheses. The pay scale study was completed internally by SCPS Human Resources in 2004-2005 and was based on a comparison of SCPS teacher salaries to other school divisions.

³Longevity increases were applied at 1% for employees with 5 – 9.9 years of service; 2% for 10 – 14.9 years of service; and 3% for 15+ years of service.

⁴Classification Date Parity places employees on their assigned pay grade based on their years of experience with the Schools or County in their current classification compared to the length of a typical career.

Source: County and Schools Budget/Finance staffs based on action taken in prior years by the Spotsylvania County Board of Supervisors and the Spotsylvania County School Board for their respective organizations