

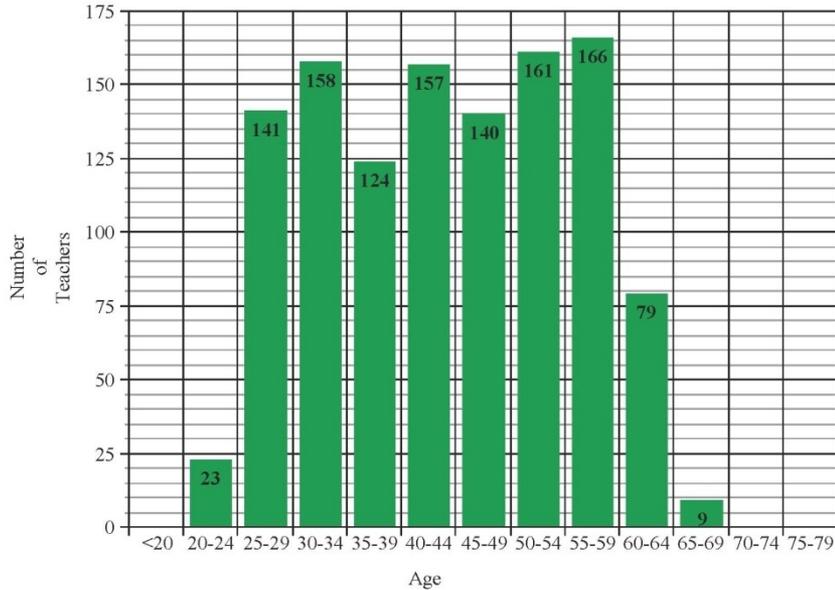


Total Compensation

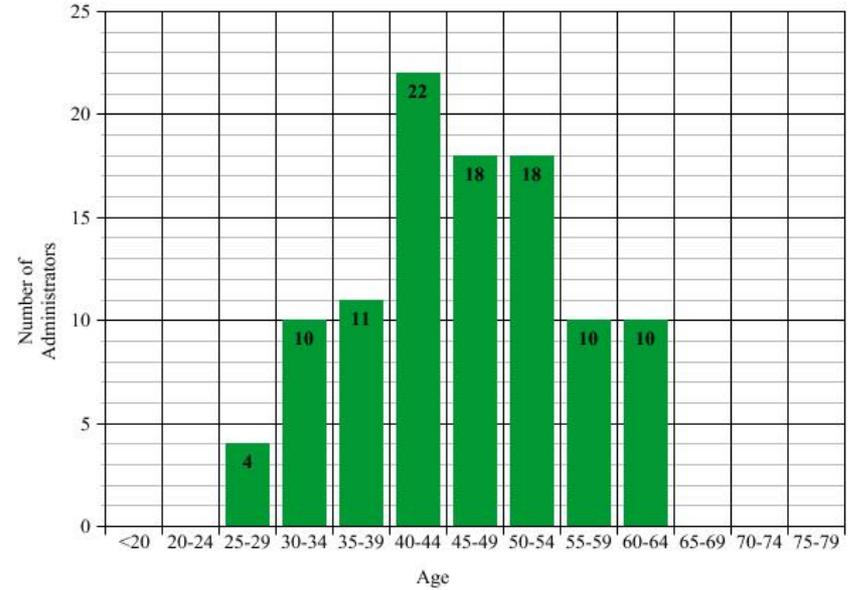
Albemarle County Joint Board Meeting
October 12, 2011

Age Distribution of Employees

Teacher Age Distribution

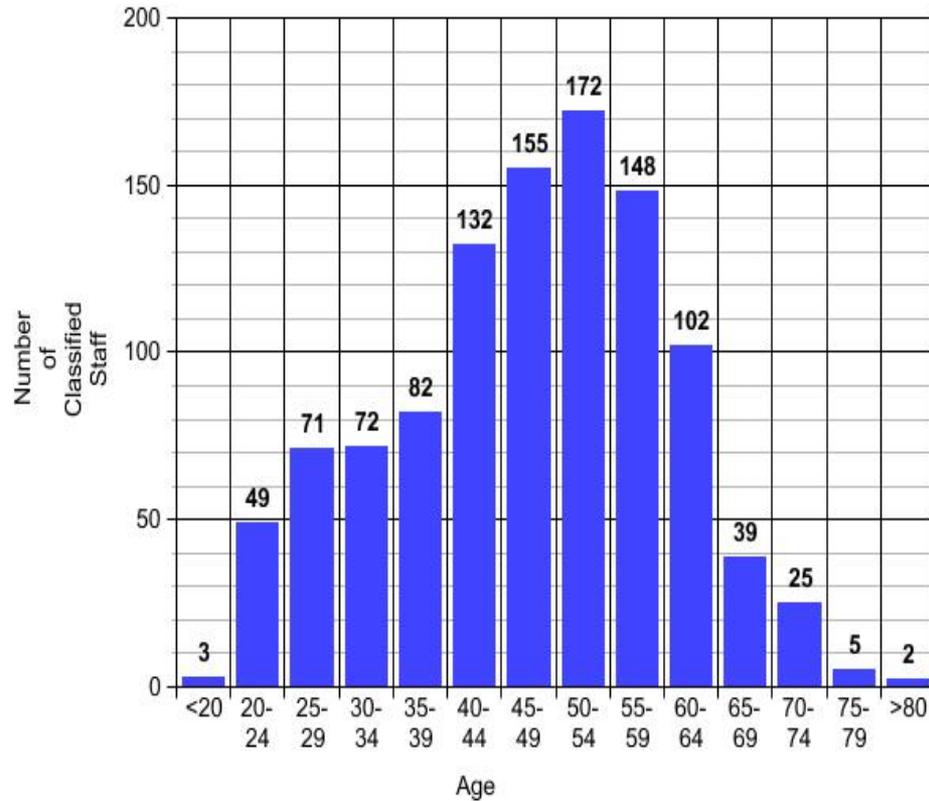


School Administrator Age Distribution

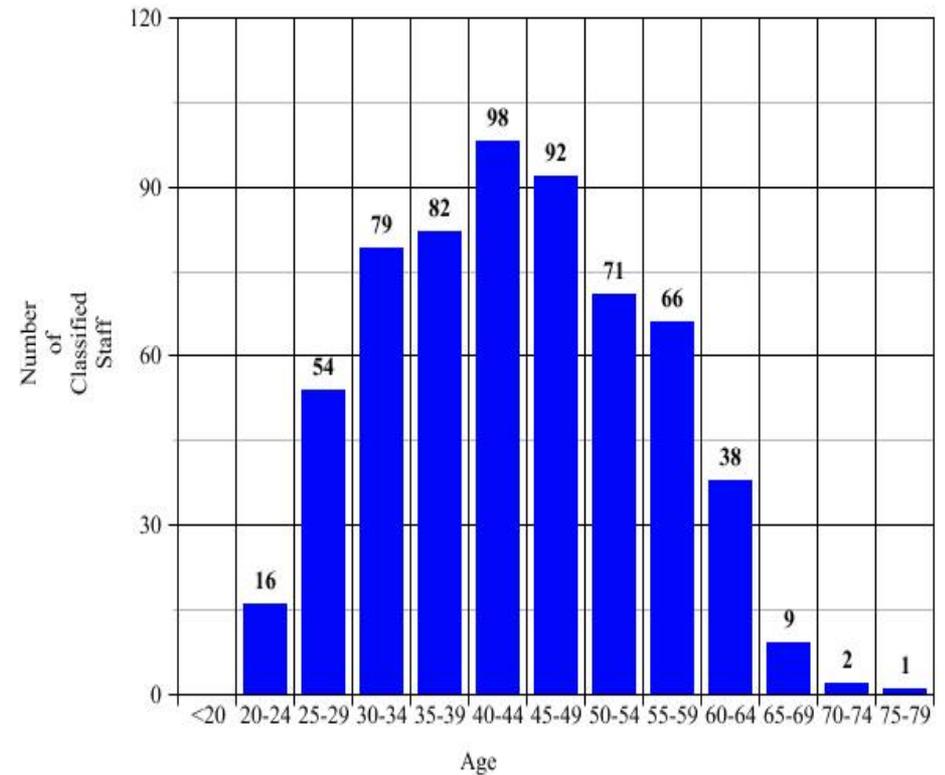


Age Distribution of Employees

Schools Classified Staff Age Distribution

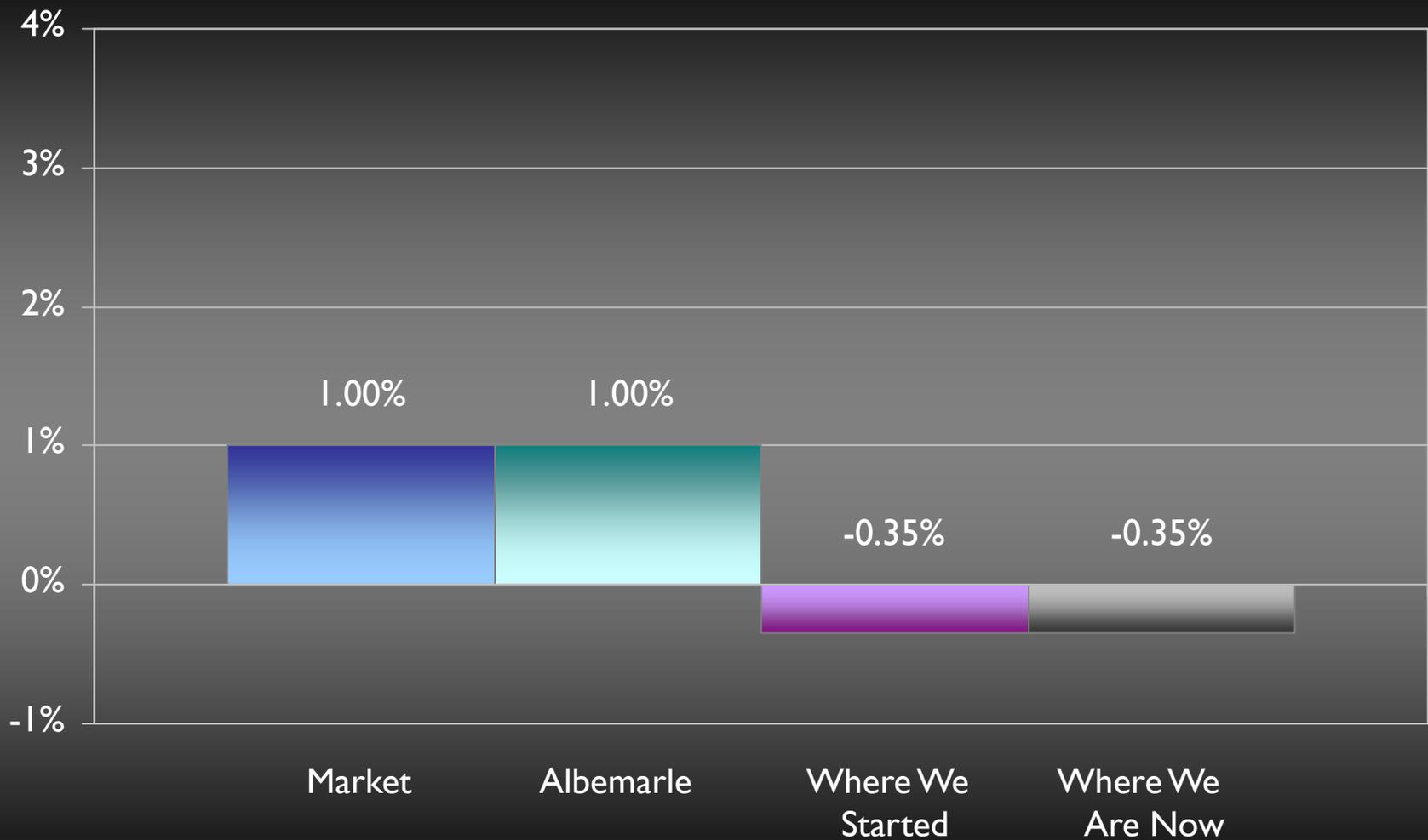


Local Government Classified Staff Age Distribution





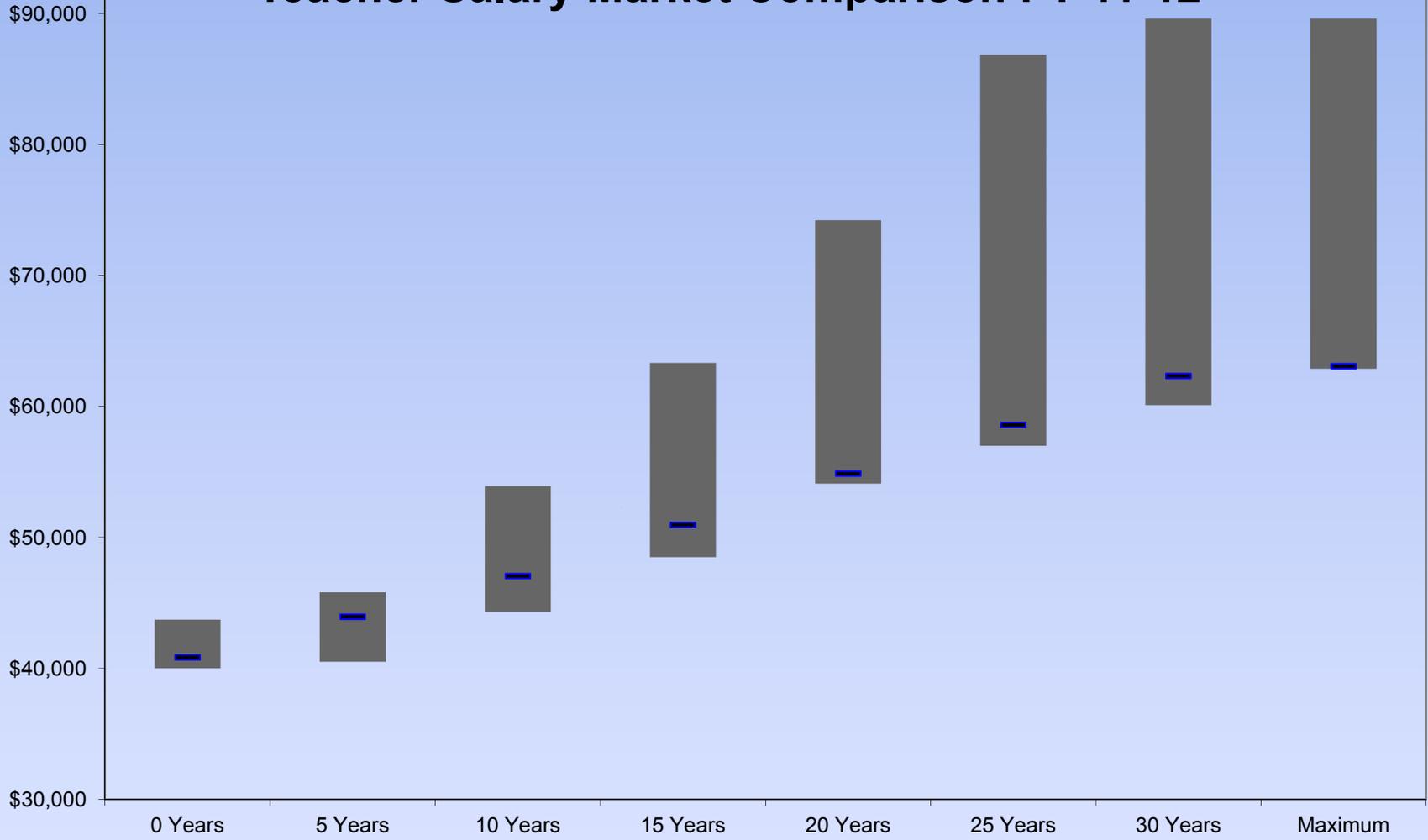
Compensation Targets



Market Analysis

Classified Salary Increases
FY11-12

Teacher Salary Market Comparison FY 11-12



min — Albemarle

Experience

Salary Compression

**Classified Salary
Scale-no adjustment
since FY 08-09**

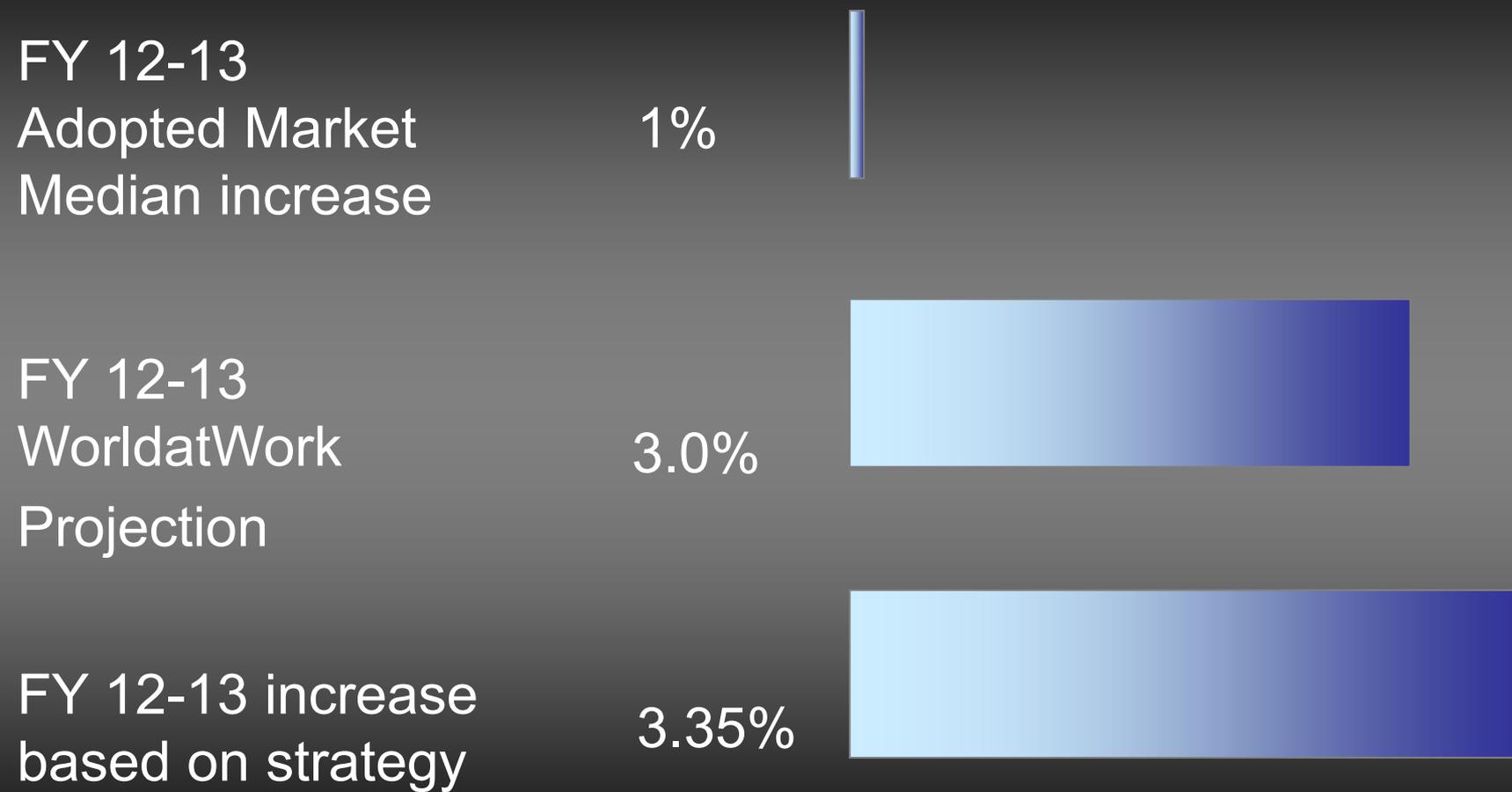
**Classified Salary
Increase- 1%
effective July 1, 2010**

Hired 7-1-10
\$34,722
1 year experience

Hired 7-1-11
\$34,378
0 years experience

Hired 7-1-09
\$34,722
2 years
experience





Salary Projections

Classified Salary Increase

Establish budget targets

1 - 2% salary increase for classified employees

classified scale increase of 1% below salary increase

1-2 % teacher step and scale increase

Compensation Summary



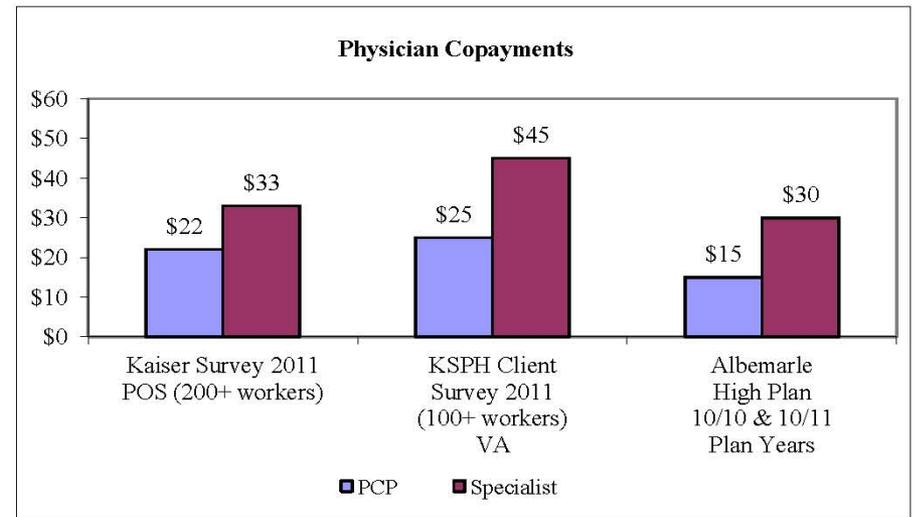
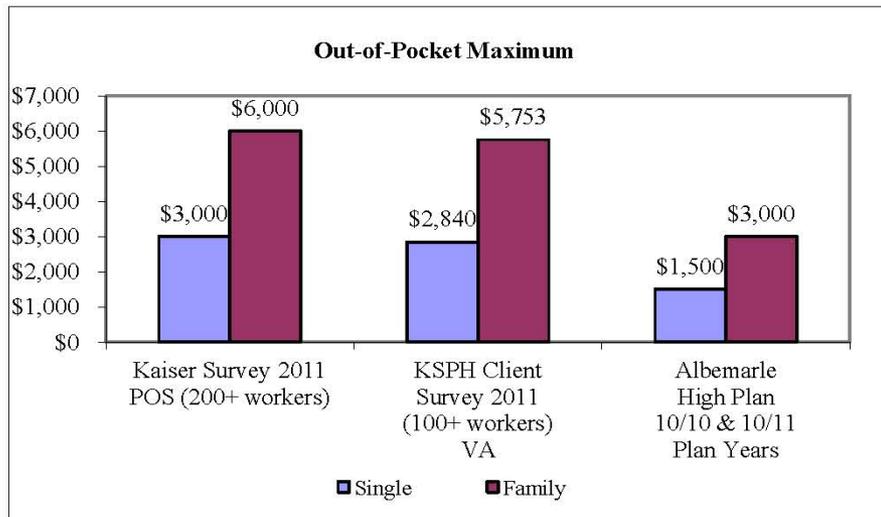
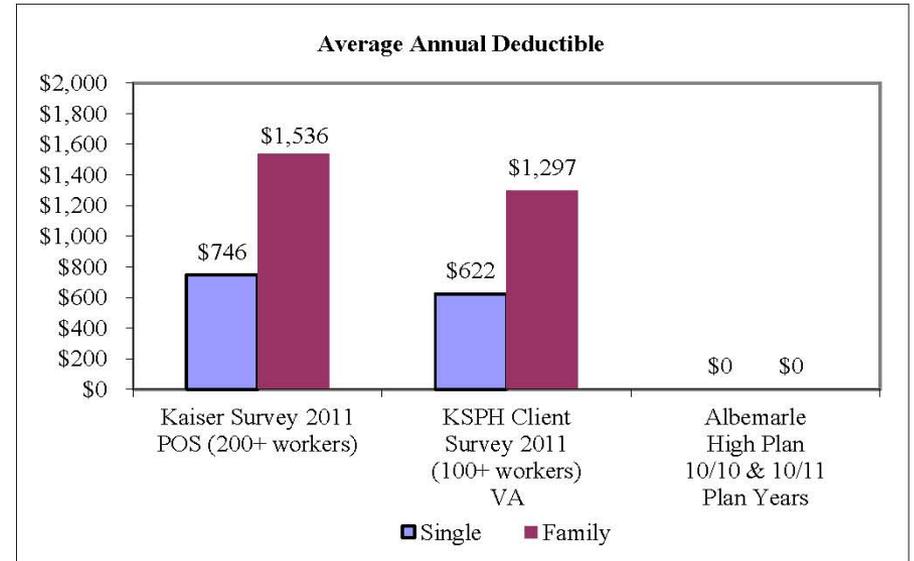
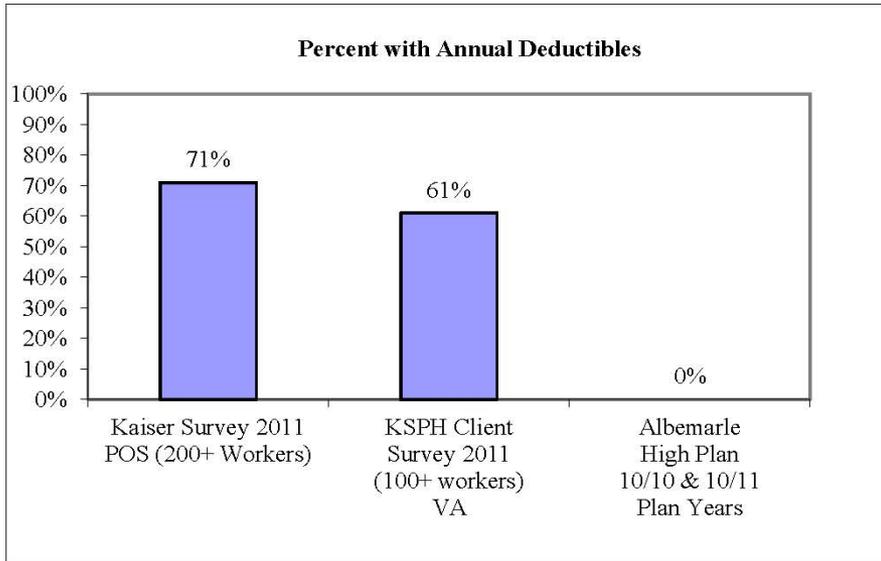
Benefits Target

How do these benefits measure to our market?



Albemarle County & Schools

Medical Benefits Benchmarking - 10/11 Plan Year



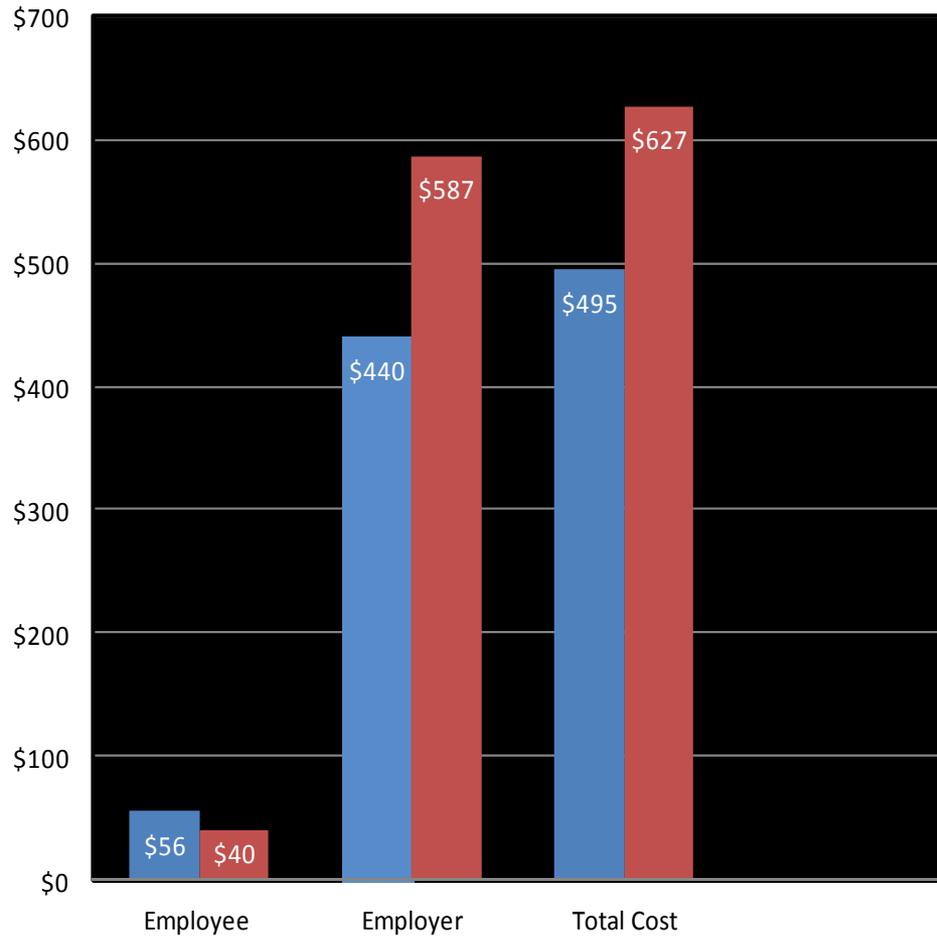
Kaiser Survey shows 17% of employers of 200+ employees with POS plans have \$1,500 or less single deductible, 16% have \$3,000 or less family deductible.

Albemarle High plan has had \$15/\$30 copayments since at least 10/07.

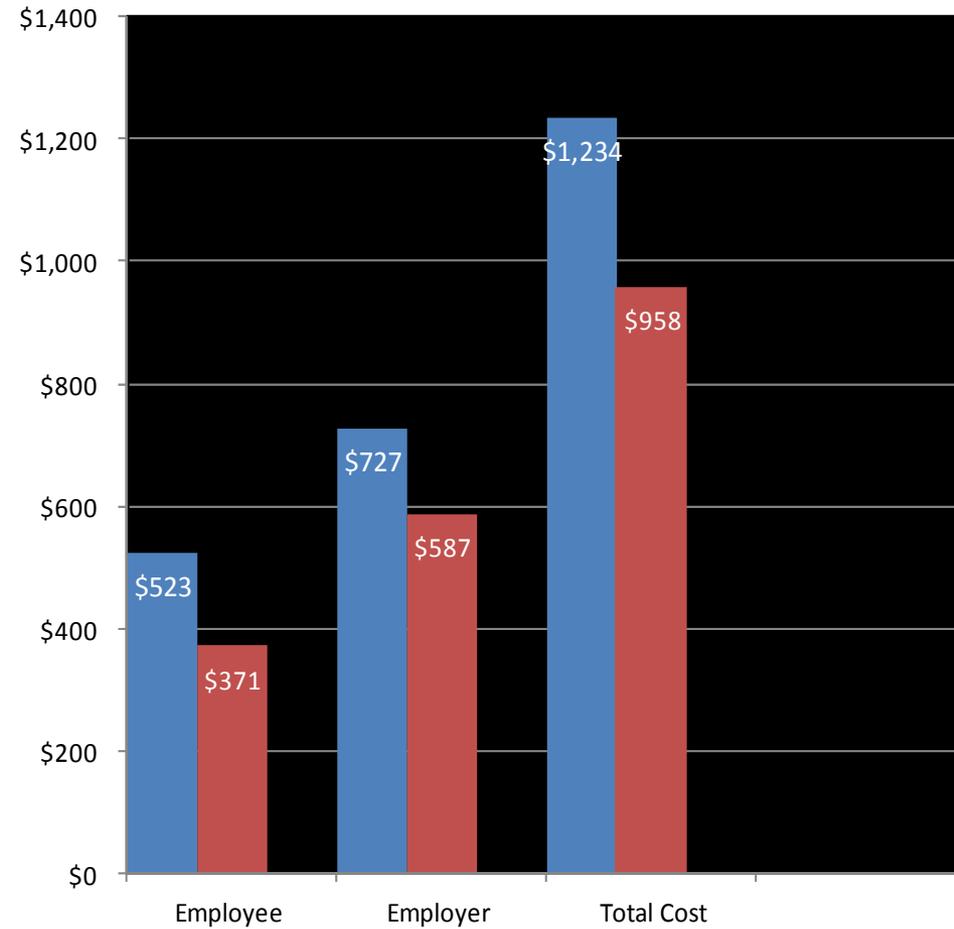
Medical Premium and Cost Market Data

■ Average ■ Albemarle

Individual



Family



Total Employer Cost (Monthly)

\$587

Albemarle
Contribution per
covered
employee

\$605

Market Average
Contribution per
covered employee





Retirement

Benefits

VERIP

Eligibility:

Employees between 50-65 years old, and have worked for Albemarle for ten years

Receive:



medical contribution



and cash stipend
for five years, or until age 65,





FY15-16:VERIP stipend at 20%

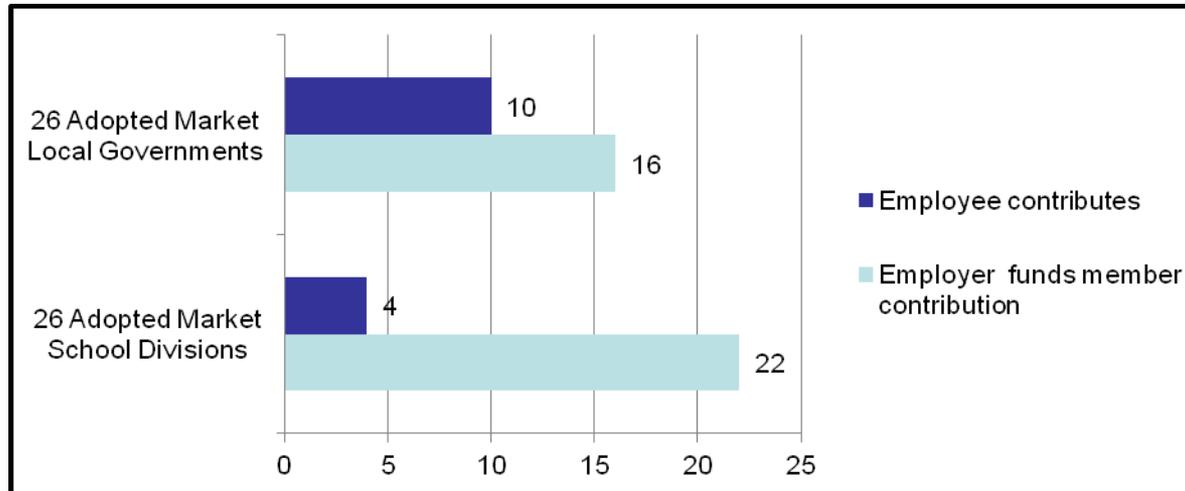
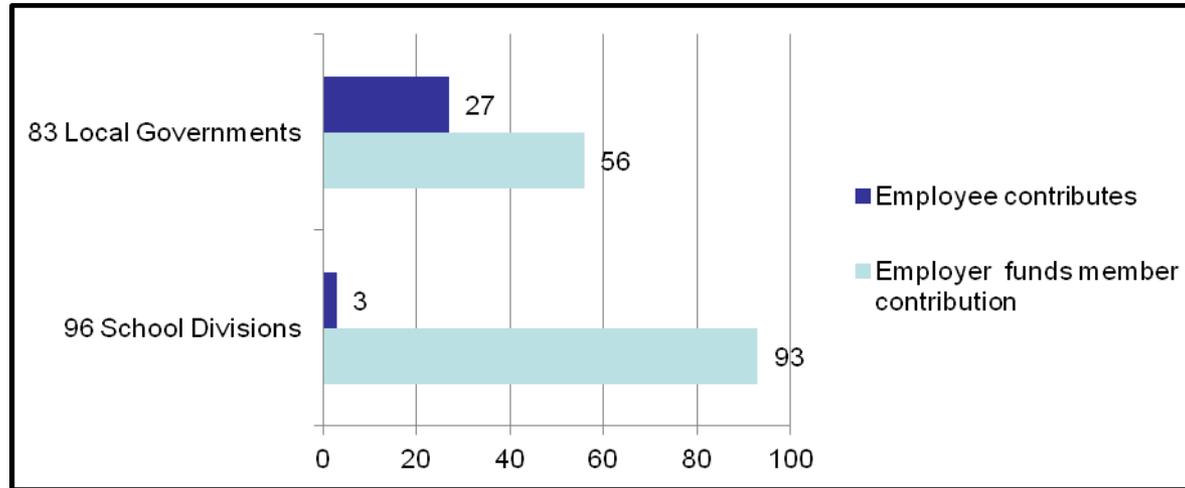
FY14-15:VERIP stipend at 40%

FY13-14:VERIP stipend at 60%

FY12-13:VERIP stipend at 80%

**FY10-11 & FY11-12:VERIP stipend
at 100% (no change)**

Adopted Market Data-VRS Contribution



Recommendations

- Establish budget targets:
 - 1-2% salary increase for classified employees
 - Classified scale increase of 1% below salary increase
 - 1-2 % teacher step and scale increase
- Fund employee medical increase out of reserve and decrease Board contribution
- Plan for 7% increase in dental costs
- Continue to fund the 5% member contribution to VRS for all employees

Summary

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October 12, 2011