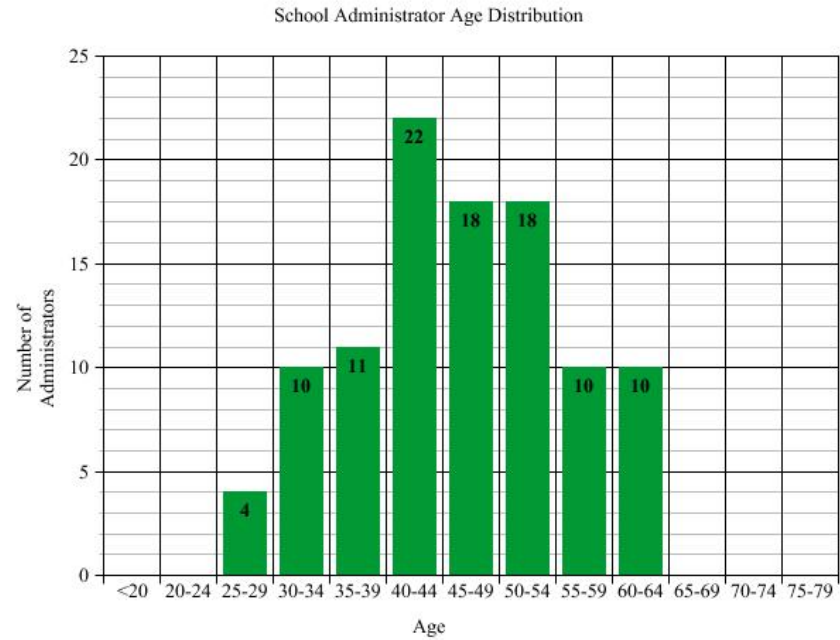
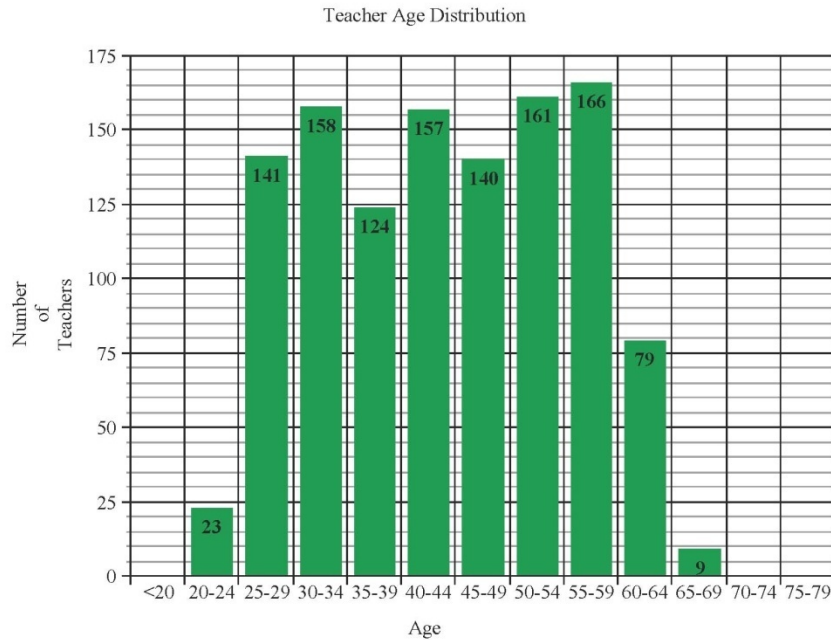




Total Compensation

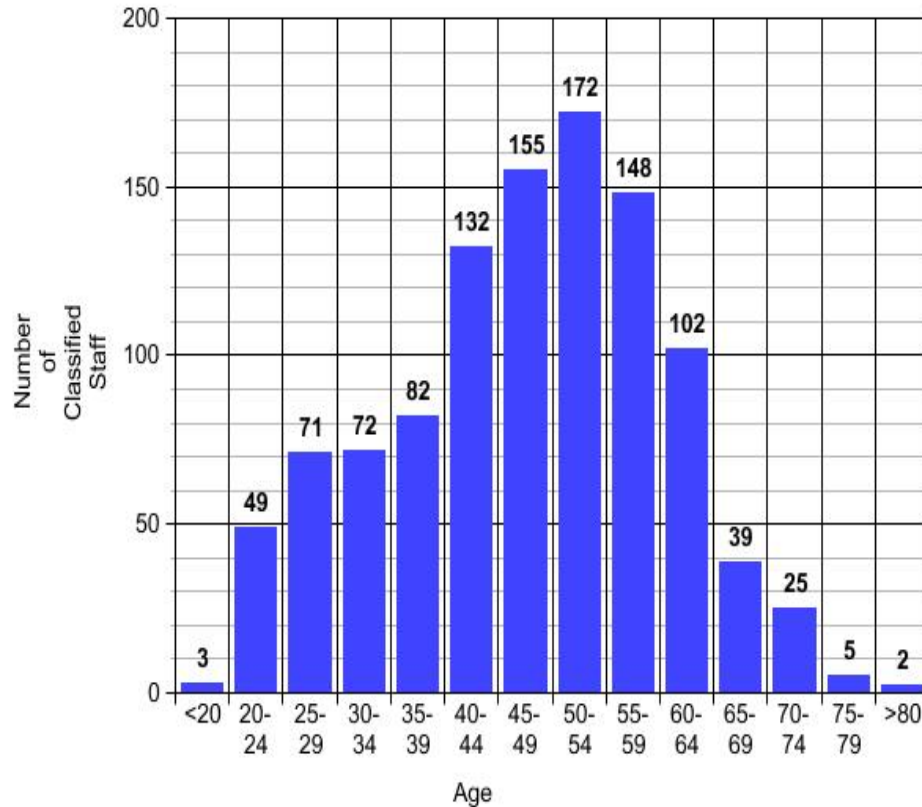
Albemarle County Joint Board Meeting
October 12, 2011

Age Distribution of Employees

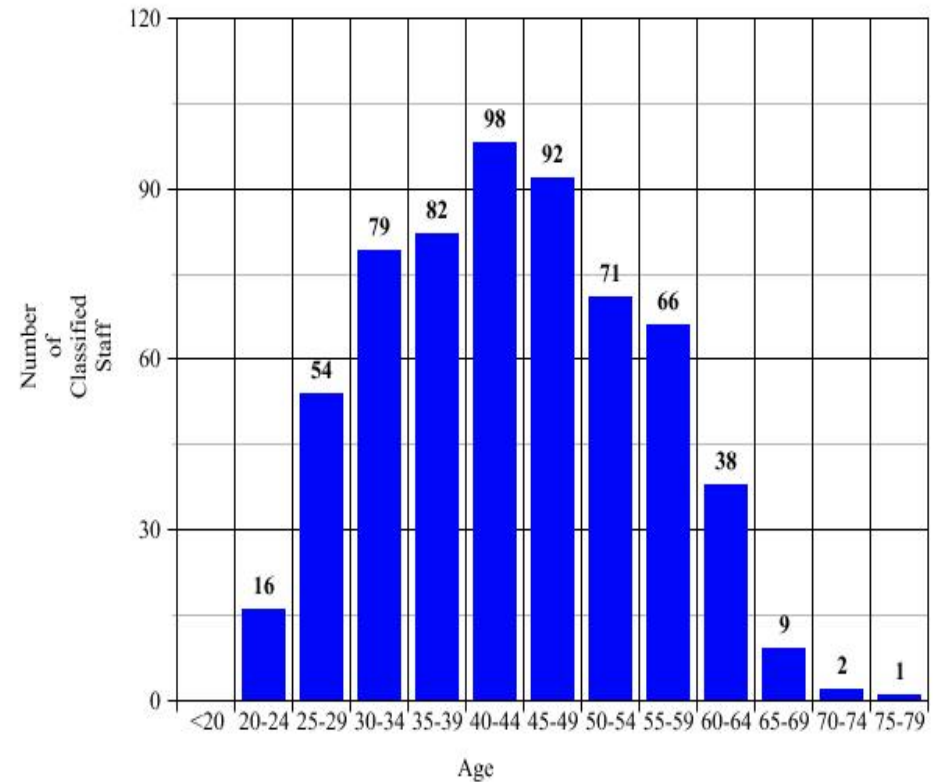


Age Distribution of Employees

Schools Classified Staff Age Distribution

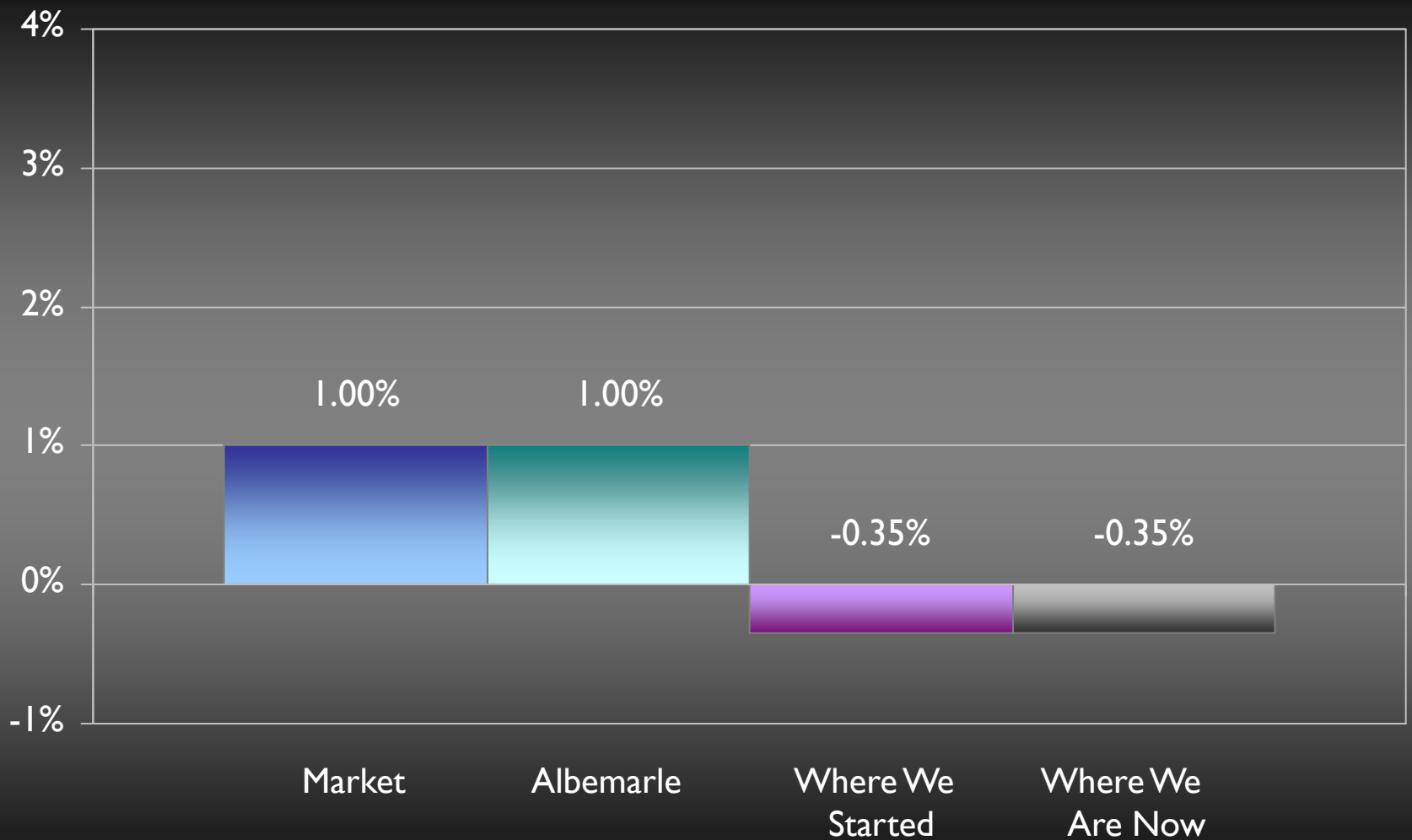


Local Government Classified Staff Age Distribution



A 3D-style illustration of a target with four concentric red rings on a light gray background. A white needle, resembling a medical syringe, is shown from the top right, with its tip pointing directly at the center bullseye. The target has a slight shadow, giving it a three-dimensional appearance.

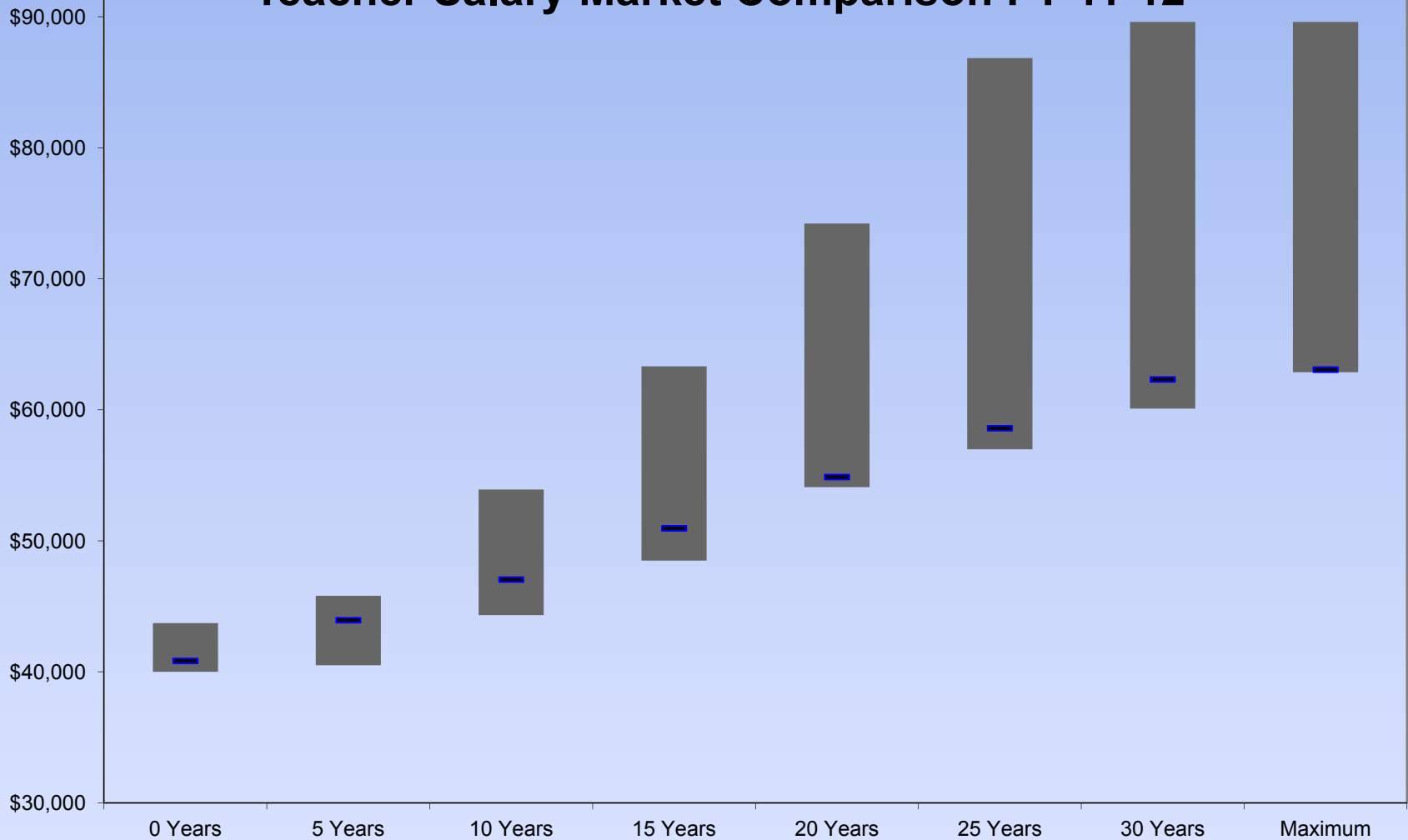
Compensation Targets



Market Analysis

Classified Salary Increases
FY11-12

Teacher Salary Market Comparison FY 11-12



min

— Albemarle

Experience

Salary Compression

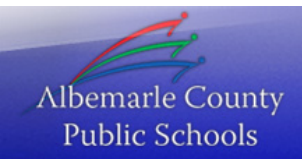
**Classified Salary
Scale-no adjustment
since FY 08-09**

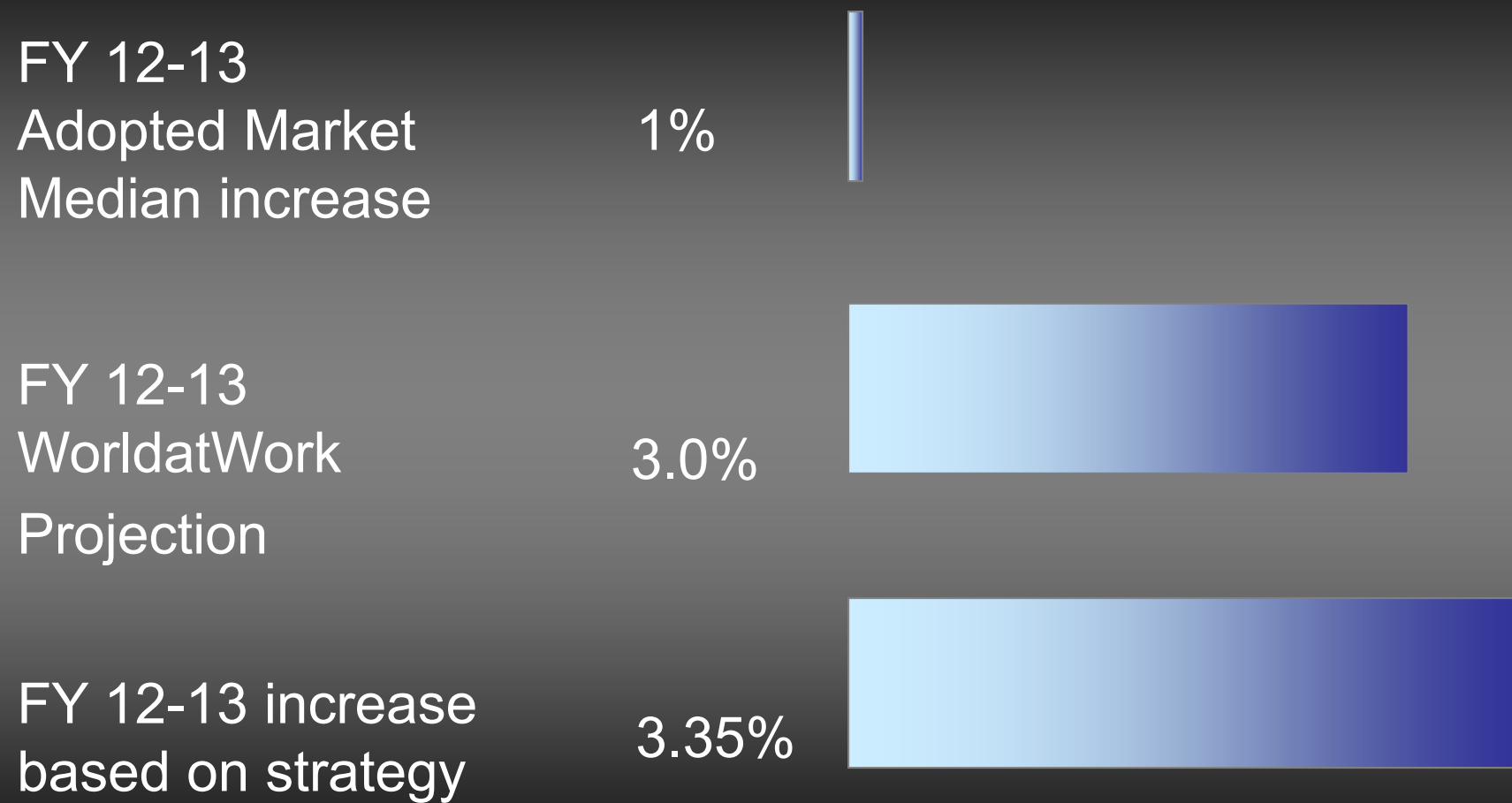
**Classified Salary
Increase- 1%
effective July 1, 2010**

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

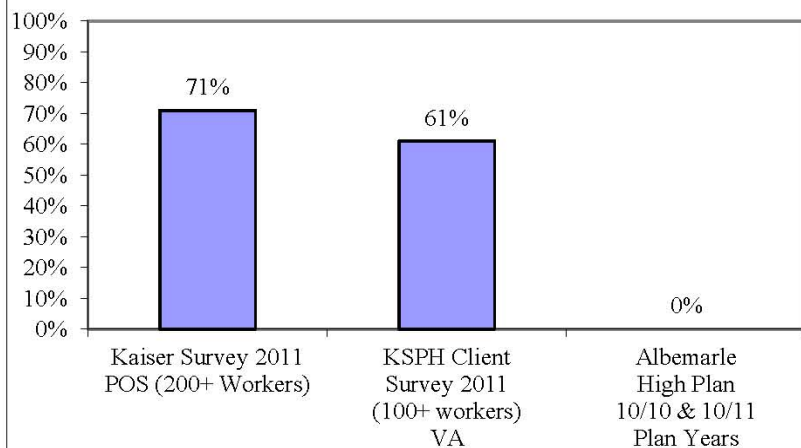
How do these benefits measure to our market?



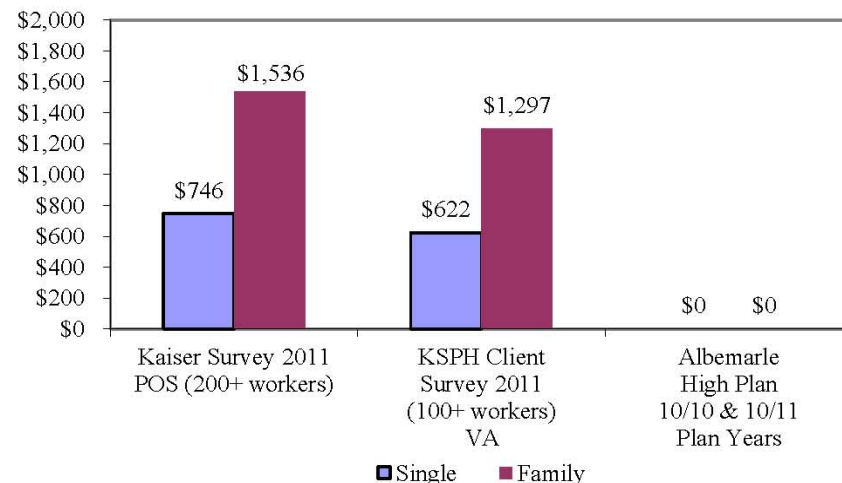
Albemarle County & Schools

Medical Benefits Benchmarking - 10/11 Plan Year

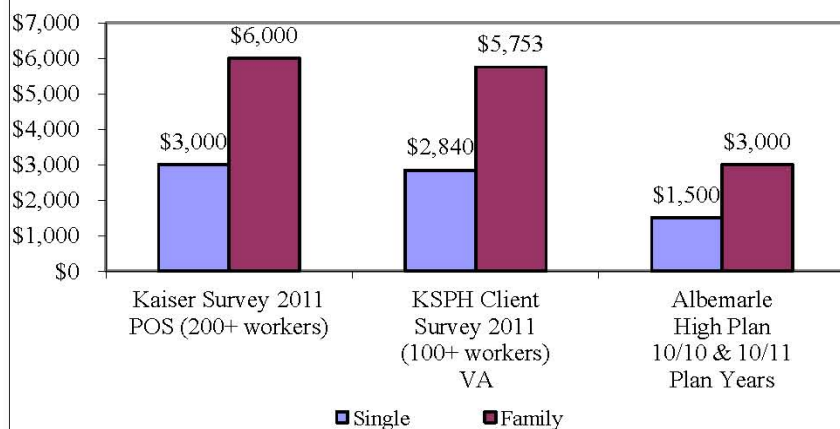
Percent with Annual Deductibles



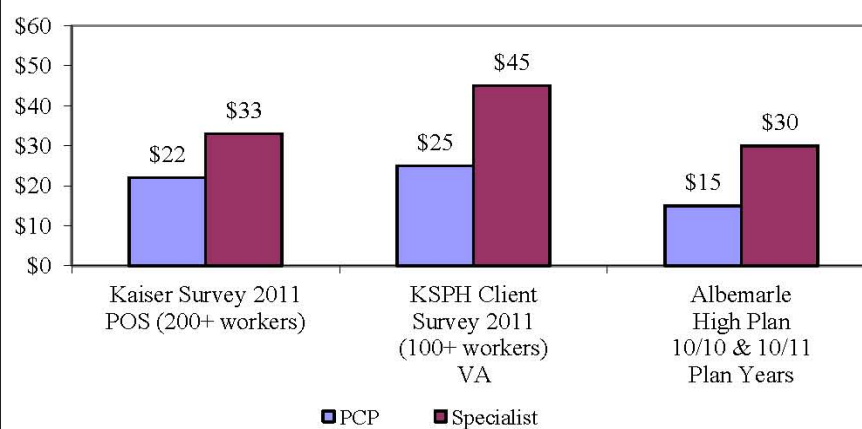
Average Annual Deductible



Out-of-Pocket Maximum



Physician Copayments



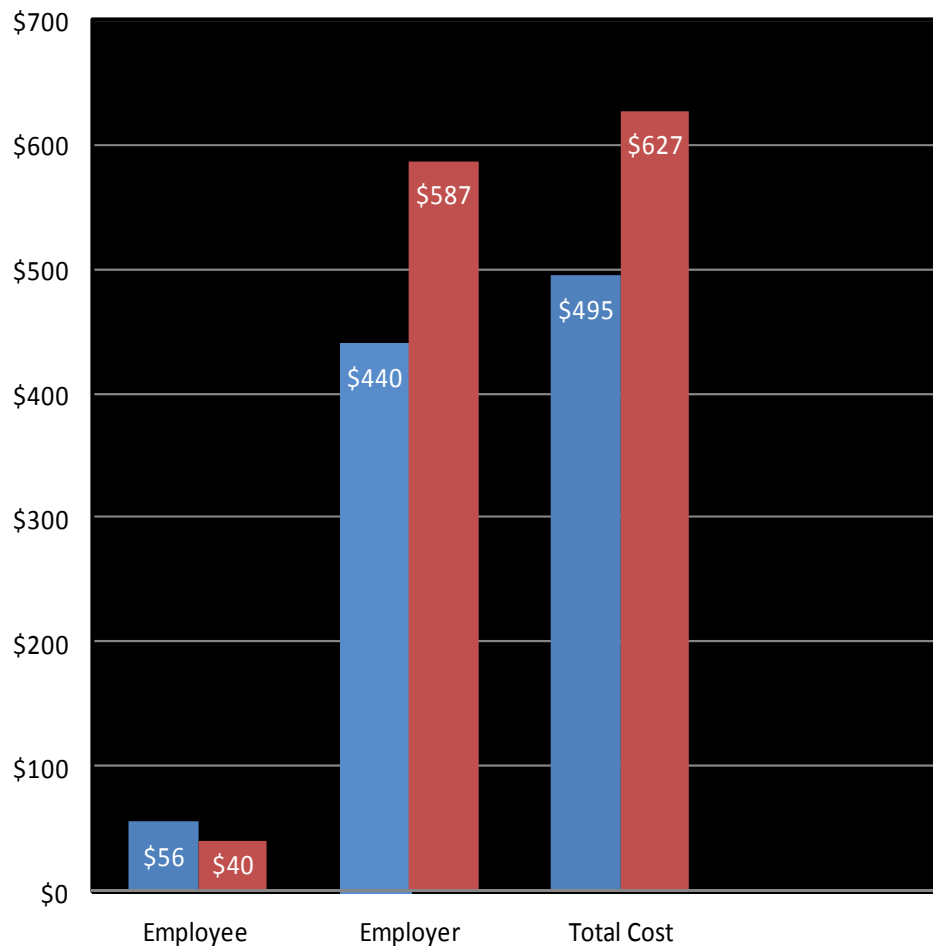
Kaiser Survey shows 17% of employers of 200+ employees with POS plans have \$1,500 or less single deductible, 16% have \$3,000 or less family deductible.

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

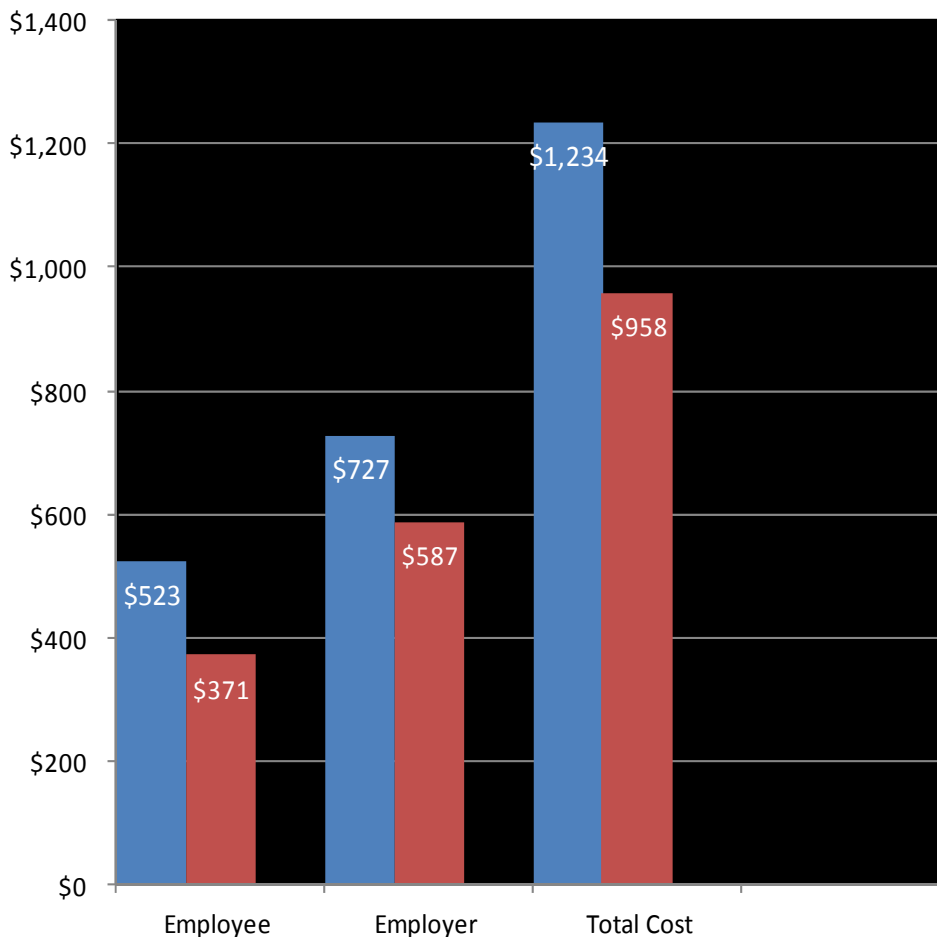
Medical Premium and Cost Market Data

■ Average ■ Albemarle

Individual



Family



Total Employer Cost (Monthly)

\$587

Albemarle
Contribution per
covered
employee

\$605

Market Average
Contribution per
covered employee





Benefits

VERIP

Eligibility:

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

Receive:



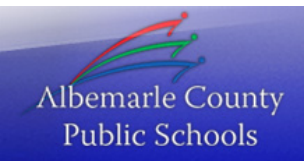
medical contribution



and

cash stipend

for five years, or until age 65,





FY15-16:VERIP stipend at 20%

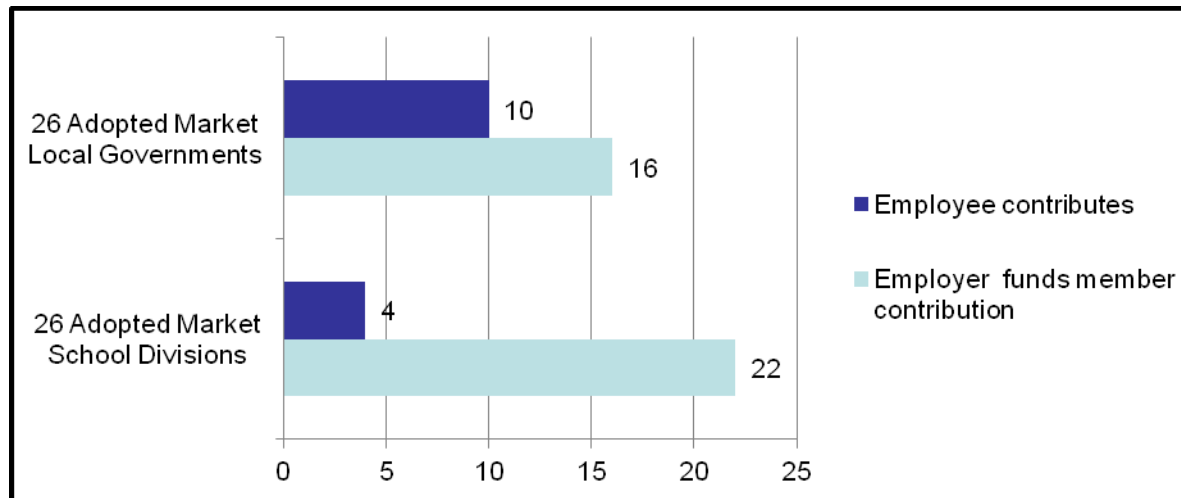
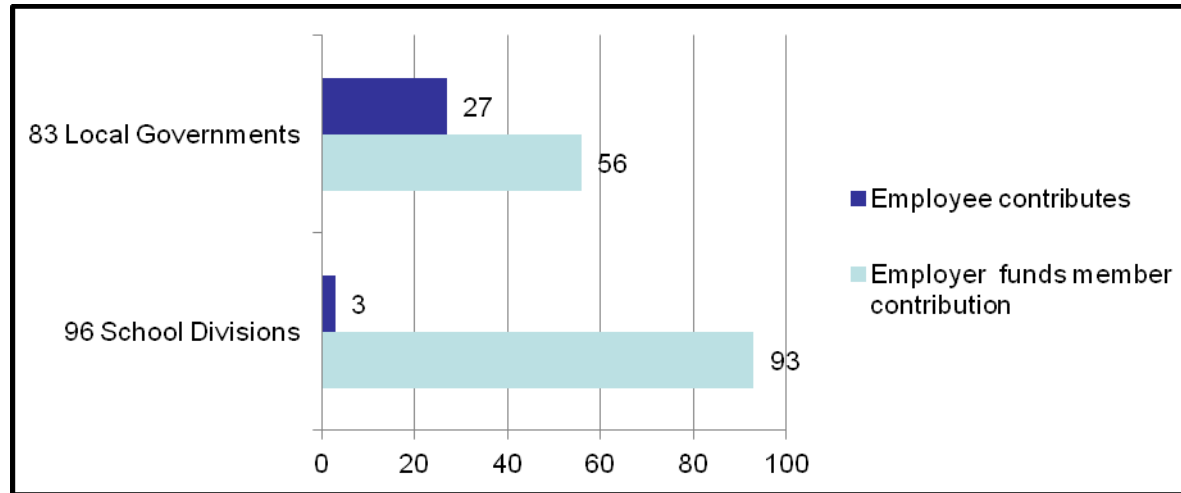
FY14-15:VERIP stipend at 40%

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

Albemarle County Joint Board Meeting
October 12, 2011