



America's Future Since 1781

Compensation & Benefits Overview

April 1, 2025

Agenda

- **Compensation Overview**

- **Market Outlook**
- **Market Impact**
- **Competitive Challenges**
- **Proposed GWIs**

- **Healthcare Overview**

- **CY25 Healthcare**
- **CY26 Healthcare Premium Proposal**
- **Wellness Initiatives**



Compensation Overview

Total Compensation Package

- **Goal of the County's total compensation package is be competitive with area municipalities and other employers.**
- **Marketing our total compensation package is vital in the attraction and retention of great people. It is highlighted in our job advertisements and other social media posts.**

York County vs. Market Outlook

- **Aggressive Compensation Offers**
- **Lagging in Competitiveness**
- **Retention and Recruitment Impact**
 - Cost of Hiring Quality Talent
 - Cost of Retaining Quality Talent



- **Higher Starting Salaries**
- **Signing Bonuses**
- **Implementation of Pay Studies**
- **Proposed GWI's/Step Increases**
- **Career Ladders**
- **Slotting By Experience**

Market Impact on Compensation Increases

Average proposed GWI is 3%



Average increases for recent compensation study implementations

- Ranged from 8% to 11%
- Ranged from 0% to 20%
- Ranged from 3.5% to 8%



Average step increase is 2.5%

- For applicable localities
- Mostly for sworn public safety

York County

- Proposed GWI is 4% + \$500
- Last compensation study conducted 2016 - NOT FUNDED

Market Impact on Compensation Studies

- **Compensation studies conducted recently**

- James City County
 - *2nd study in 8 years*
- Newport News
- Hampton
 - *Internal Study for Portion of Positions*
- Poquoson
- Suffolk
- Virginia Beach
- Chesapeake
 - *Just Prior to Pandemic*

- **Compensation studies in progress**

- Gloucester County
- Norfolk

York County

- Last compensation study conducted in 2016
- Not implemented due to lack of funding

Competitive Challenges – Public Works

- **York County**
 - **Construction Maintenance Worker I - \$31,893**
 - **Construction Maintenance Worker II - \$35,167**

York County

- **Starting salary for CMW I is ~14% lower**

NOTE: We increased our minimum full-time salary in February 2025 from \$27,560 to \$31,893... avoiding a 32% deficit.

- **James City County**

Landscape Maintenance Worker I/II/III

🕒 Full Time

\$36,387 - \$64,268 + Full-Time County Benefits. Typical schedule is Monday – Friday.

James City County Grounds Maintenance Division is hiring multiple Full Time Landscape Maintenance Workers in the following sections: athletic field maintenance, park landscaping, and stormwater facility maintenance.

Our Landscape Maintenance employees work as a team to perform tasks related to the proper appearance of grounds for various facilities throughout the County. Responsible for general landscape maintenance practices and procedures including work in grass cutting, repairing turf, pruning of trees and shrubs, applying horticultural chemicals, and securing areas for public safety in emergencies. For more information about our General Services Department, please visit:

<https://jamescitycountyva.gov/738/General-Services>

Competitive Challenges – Public Works

■ York County

- Engineer I - \$63,157
- Engineer II - \$69,629
- Engineer III - \$76,766

York County

- Starting salary for Engineer I is ~13% lower
- Starting salary for Engineer II is ~10% lower
- Starting salary for Engineer III is ~7% lower

■ James City County

Civil Engineer I/II/III

🕒 Full Time

Job Summary

\$71,355-\$128,952 DOQ + Full-Time County Benefits

Performs experienced engineering work reviewing plans of developments associated with the County's Chesapeake Bay Act, erosion and sediment control, drainage, floodplain, stormwater management and private street programs, and addressing citizen concerns and performing administrative duties.

There are three levels of Civil Engineer distinguished by the level of work performed and the qualifications of the employee.

Civil Engineer I: \$71,355 - \$112,017 / year or higher DOQ

Civil Engineer II: \$76,453 - \$120,175 / year or higher DOQ

Civil Engineer III: \$81,939 - \$128,952/ year or higher DOQ

Competitive Challenges – Public Works

- **York County**

- Engineer III - \$76,766
- Engineer II - \$69,629
- Engineer I - \$63,157

York County

- Starting salaries are ~10% lower (all levels)

- **City of Newport News**

CIVIL ENGINEER - ALL LEVELS

Type: EXTERNAL

Location: ENGINEERING

Job Family: PROFESSIONAL

Posting Start: 10/30/2024

Posting End: 03/28/2025

Details: [Click Here for Job Description](#)

APPLY

All levels of experience will be considered.
Please review the job description for the requirements of this position at all levels.

Estimated Hiring Ranges:

Engineer Level III: \$83,619.86 - \$99,210.01 Based on Experience

Engineer Level II: \$75,313.10 - \$91,003.33 Based on Experience

Engineer Level I: \$70,923.38 - \$85,699.09 Based on Experience

[Civil Engineer I and II Job Description](#)

[Click To View Full Description](#)

Proposed GWI's Announced

+ Comp Study Increase

■ James City County

The FY2026 Proposed Budget reflects the results of a compensation study implemented in October 2024. This study was intended to keep the County competitive in the hiring process and recognize employees' tenure, and several departments have experienced subsequent improvement in employee retention. This budget also includes a 3% raise for employees effective July 1, 2025 and an additional amount set aside for a potential 1% raise as of January 1, 2026, dependent on an evaluation of economic conditions and budget-to-actual performance at that time.

Proposed GWI's Announced

■ Gloucester County

Comp Study in Progress

The FY26 Proposed Budget provides for:

- 3% COLA (Additional 6% state funded increase for Dispatchers)
- One new staff position
- Selective staff career ladder increases
- Board of Supervisors compensation increase
- Level support of existing external agencies and partners
- Full support of Fire & Rescue departments

The FY26 Proposed Budget incorporates:

- CA cuts as in past years
- 4.3 cent tax increase
- Level funding for Gloucester Schools
- A 12.5% increase in Health Insurance costs
- Approximately 50% of estimated salary study implementation costs
- More than \$1.2M in revenue reductions due to tax relief

Proposed GWI's Announced

- City of Newport News

+ Comp Study Increase

A general wage adjustment of **3%** is recommended for all eligible employees effective in July 2025, with an estimated cost of \$2.9 million.

Proposed GWI's Announced

+ Comp Study Increase

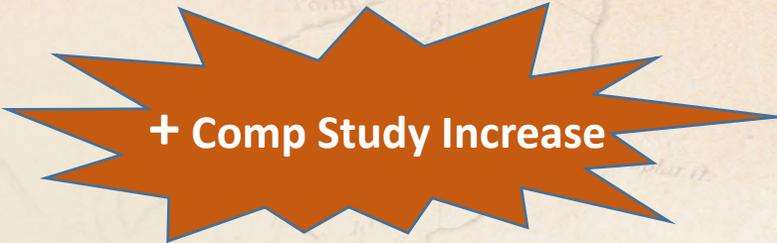
City of Norfolk

Enhance employee recruitment and retention:

- Phased implementation of a new step and grade compensation plan over the next six to twelve months based on the results of a market and compensation Study
- General Wage Increase (GWI) effective July 1, 2025
 - **2.5%** general wage increase for all general, constitutional, and nonsworn employees
 - A step increase for sworn Public Safety employees and 911 telecommunicators (a minimum of a 2.5% increase, and up to 5% for certain key career progression steps)

Proposed GWI's Announced

- City of Virginia Beach



+ Comp Study Increase

Based on the recent market salary study, the proposed budget includes \$17 million for increasing salaries for prioritized public safety positions, as well as increasing the City's minimum wage to around \$16 per hour. The proposed budget also recommends a general pay increase of **3%** for all other City employees. No salary adjustments are finalized until the budget is adopted on May 13.

With **rising healthcare costs**, the proposed operating budget includes increased employer contribution of \$2.5 million toward the City's health insurance costs.

FY26 GWI Proposal for York County

Base Salary	4% + \$500	
\$35,000	\$36,900	5.43%
\$55,000	\$57,700	4.91%
\$75,000	\$78,500	4.67%
\$95,000	\$99,300	4.53%



Benefits Overview

York County is Self-Insured

- **Being self-insured gives the County control over plan design to meet employee needs.**
- **York County pays to cover employee medical and dental claims.**
- **If claims are higher than budgeted amount, both the County and employees share in any rate increases, or plan design changes may be required.**

Current CY25 Health Insurance Plan Options

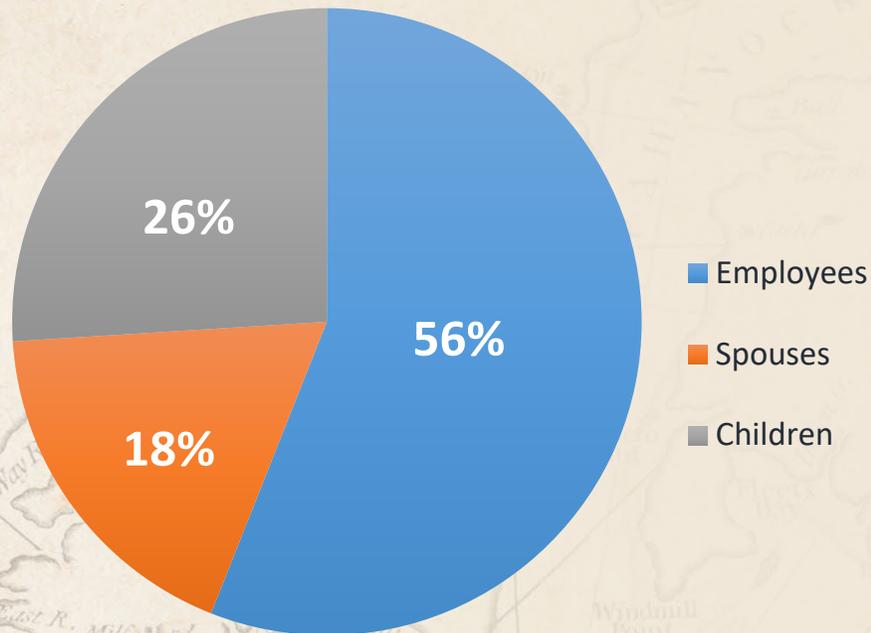
- **Cigna Choice Fund High Deductible Plan with Health Savings Account (HSA)**
- **Cigna Open Access Plus 1 Plan (OAP1)**
- **Humana Medicare Advantage Plan (Post-65 Retirees Only)**

Current Participation by Plan

(Active employees, pre-65 retirees, and family members)

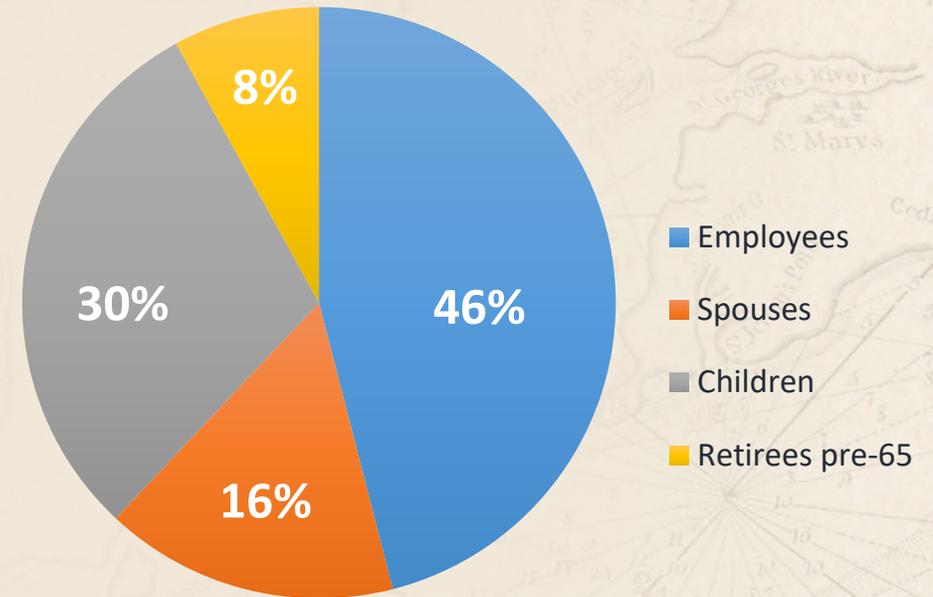
Choice Fund HSA

Enrollment = 247 members



Cigna OAP 1

Enrollment = 1,551 members



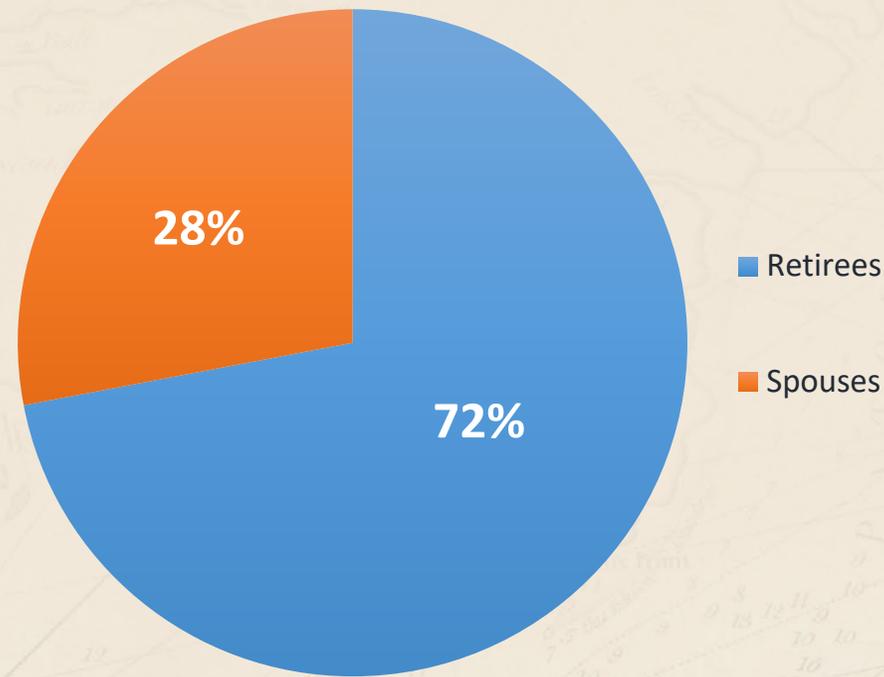
Total Enrollment = 1,798 members

Current Participation by Plan

(Post-65 retirees and spouses)

Medicare Advantage Plan with Humana

Enrollment = 132 members



CY25 Changes to Healthcare

- **Applied low premium rate increase across all tiers of 2% for employees; County absorbed 12% of premium rate increase**
- **Implemented a new stand-alone vision plan for active employees and their dependents**
 - **Fully-insured program**
 - **No cost for County; employees pay full premiums**
 - **Employees have choice of two plans – CEC Vision 195 or CEC Vision 250**
 - **154 employees currently enrolled**

CY26 Health & Dental Proposal

- **Cigna Health Plans:**

- Proposing a premium rate increase across all tiers of 8% effective 1/1/2026.

- **Delta Dental Plans:**

- Proposing a premium rate increase across all tiers of 8% effective 1/1/2026.

- **Humana Health Plan (Post-65 Retirees Only):**

- Fully insured plan with premiums to be determined following Centers for Medicare and Medicaid Services (CMS) rate announcement (annually in September). Current rate is \$318.74 per member per month.

Projected Employee Monthly Health Rates Effective January 1, 2026

	Cigna Choice Fund Plan with HSA CY25 Current Rates	Cigna Choice Fund Plan with HSA CY26 Projected Rates Amount of Increase	Cigna Open Access Plan (OAP1) CY25 Current Rates	Cigna Open Access Plan (OAP1) CY26 Projected Rates Amount of Increase
Employee Only	\$0	\$0 (\$0)	\$53	\$4 (\$57)
Employee & Child	\$176	\$14 (\$190)	\$306	\$24 (\$330)
Employee & Spouse	\$263	\$21 (\$284)	\$447	\$36 (\$483)
Employee & Family	\$344	\$28 (\$372)	\$584	\$47 (\$631)

Current CY25 Delta Dental Insurance Plan Options

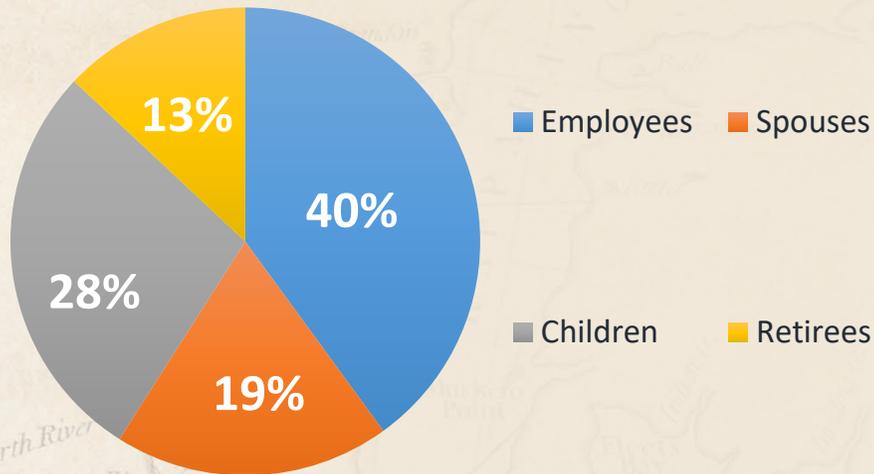
- Preferred Provider Option (PPO) Plus Premier
- Exclusive Provider Option (EPO)

Delta Dental Participation

(Active employees, retirees, and family members)

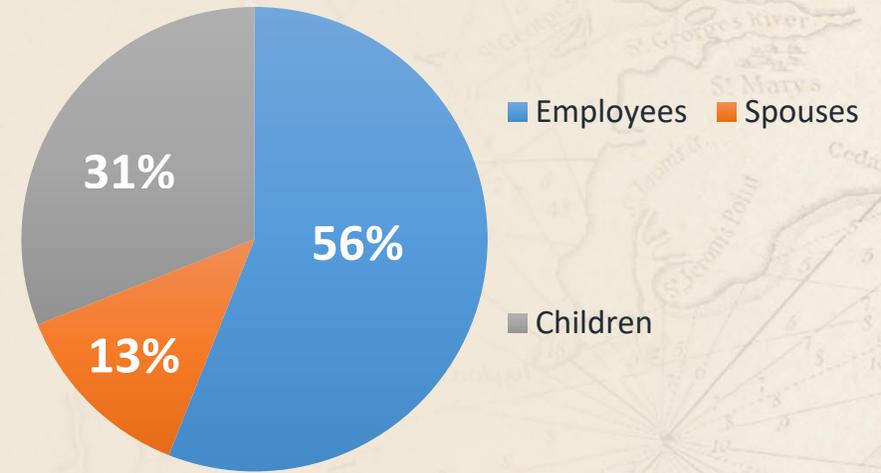
PPO Plus Premier

Enrollment = 2,266



EPO

Enrollment = 52 members



Total Enrollment = 2,318 members

Projected Employee Monthly Dental Rates Effective January 1, 2026

	Preferred Provider Option (PPO) Plus Premier CY25 Current Rates	Preferred Provider Option (PPO) Plus Premier CY26 Projected Rates Amount of Increase	Exclusive Provider Option (EPO) CY25 Current Rates	Exclusive Provider Option (EPO) CY26 Projected Rates Amount of Increase
Employee Only	\$12	\$1 (\$13)	\$11	\$1 (\$12)
Employee & Child	\$15	\$1 (\$16)	\$13	\$1 (\$14)
Employee & Spouse	\$18	\$1 (\$19)	\$15	\$1 (\$16)
Employee & Family	\$22	\$2 (\$24)	\$21	\$2 (\$23)

Wellness Initiatives

- **Motivate Me Program** (*January – December*)
- **On-Site EAP Counselor** (*January – December*)
- **Walk to Wellness** (*April – May*)
- **Blood Drives** (*April and October*)
- **Health and Wellness Fair** (*TBD*)
- **Wellness Wednesday Trivia** (*1st Wednesday of every month*)
- **Healthy Perspectives Newsletter and Trivia** (*Monthly*)



Future Considerations

- **Stand-alone legal services plan options**
 - No Contributions from County
- **Stand-alone pet insurance plan options**
 - No Contributions from County
- **Expansions to current wellness program**
- **Proposed plan for wellness days**



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