



# Albemarle County

## Legislation Text

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**File #:** 21-183, **Version:** 1

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**AGENDA DATE:** 1/28/2021

**TITLE:**

Board of Supervisors and School Board Joint Work Session

**SUBJECT/PROPOSAL/REQUEST:** Members of the Board of Supervisors and School Board will meet to discuss workforce stabilization, including employee compensation and the health care program.

**ITEM TYPE:** Regular Action Item

**STAFF CONTACT(S):** Richardson, Kamptner, Birch, Gerome, Robb, Allshouse, L, Bowman

**PRESENTER (S):** Lorna Gerome, Dana Robb, Maya Kumazawa, Andy Bowman

**LEGAL REVIEW:** Not Required

**REVIEWED BY:** Jeffrey B. Richardson

**BACKGROUND:** On October 21, 2020, the Board of Supervisors and School Board met to review financial information, to discuss the Capital Improvement Plan, and to gain an understanding of the Human Resources Department's annual compensation market and benefits information. Staff scheduled a second meeting in January 2021 to continue the discussion on compensation and benefits to inform the FY 22 Budget development process.

On January 20, 2021, the Board of Supervisors received information on real estate reassessments and an economic outlook that will impact the FY 22 revenue projections.

**STRATEGIC PLAN:** Mission: To enhance the well-being and quality of life for all citizens through the provision of the highest level of public service consistent with the prudent use of public funds.

**DISCUSSION:** On January 28, 2021, the Board of Supervisors and School Board will review and discuss stabilization of the County and School Division workforce. This session will include discussion of potential future compensation-related adjustments, such as bonuses, salary base increases, minimum wage adjustments, market scale adjustments, and health care.

**BUDGET IMPACT:** This work session will provide direction for the General Government and School Division's annual budget development process.

**RECOMMENDATION:**

Staff recommends that the Board of Supervisors and the School Board utilize this work session to increase their understanding of the FY 22 financial outlook and to provide direction to their respective staff regarding workforce stabilization, including compensation and health care.

**ATTACHMENTS:**

Joint Work Session Agenda

