

FY17 Budget Community Engagement Summary

This document includes all of the questions and comments received during the FY17 budget process via the GoBudget@albemarle.org email and any responses.

Questions & Comments

Where on the website is the proposed budget that was advertised in today's Daily Progress? I clicked on "Full Document" on the current budget page but that document has expenditures of \$375,226,727 while the paper shows expenditures of \$376,300,542. Could you please send me the updated proposed budget document?

The budget goes through a few stages between February and April; from recommended to proposed, and then finally, adopted. The document you clicked on is actually the County Executive's recommended budget, presented to the Board of Supervisors on February 19, 2016. Since then, the budget has been in review by the Board. During their work session on March 8th, the Board proposed a slightly revised budget, balanced at \$376,300,542. On that same webpage, under the "FY17 Budget Support Information" heading, there is a document titled "Citizen's Guide to the FY 17 Budget" which details the Board's proposed budget. Once the budget is finalized and adopted, the webpage will be updated to reflect the adopted budget. This will be in mid- to late-April.

The Board is very interested in hearing from the community as they move to make their final decision. There are still quite a few opportunities to get engaged and be heard, including a webinar tonight at 8PM. Visit www.albemarle.org/gobudget for all the public engagement opportunities.

A woman who reads my blog suggested a possible cost-saving measure to me today for Albemarle's FY2017 budget. I had told her that an efficiency study was going to involve a consultant, was going to be done in conjunction with the City of Charlottesville, and that the price tag in Albemarle's budget was \$125,000. She immediately said instead of hiring an outside consultant that existing staff from Charlottesville should do the study of the County and provide the County with a report and existing staff from the County should do the study of the City and provide the City with a report. I thought her suggestion was worth forwarding to you. Makes financial sense to me and also has some cross-training and partnership attributes to it.

Who are Albemarle's peer communities in the "World of Work" compensation information?

The "WorldatWork" Salary Budget Survey collects data from thousands of organizations across many industries and many countries, but per the County's adopted compensation strategy, the County's Human Resources Department utilizes the median percent increase only from those responders who are from the Eastern Region (which includes Virginia) and are also in either the industry category of "Educational Services" or "Public Administration." The Human Resources Department also reviews data for its "Adopted Comparative Market." The communities included in the "Adopted Comparative Market" are:

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Augusta County
City of Charlottesville
City of Danville
City of Harrisonburg
City of Lynchburg
City of Roanoke
City of Staunton
City of Virginia Beach
City of Williamsburg
Buckingham County
Chesterfield County
Fauquier County
Fluvanna County
Greene County
Hanover County
James City County
Loudoun County
Louisa County
Madison County
Montgomery County
Nelson County
Orange County
Prince William County
Roanoke County
Rockingham County
Spotsylvania County
Albemarle County Service Authority
Martha Jefferson Hospital
UVA Health Systems

Does the term “market increase” mean the same thing as “pay raise?” If not, what is your definition of “market increase?”

Market increases are one type of a pay raise. A market increase is a pay adjustment that is made based on movement of the market.

On page 52 of your budget summary the 2015 Consumer Price Index increase is shown as about two-tenths of one percent. The Social Security COLA for 2016 was zero. Why are you including a 2% pay raise in Albemarle’s FY2017 proposed budget?

In order to remain competitive with the County’s adopted market and to comply with the Board of Supervisors and School Board’s adopted Joint Compensation Strategy, the County believes that a 2% increase is necessary. WorldatWork projected a 2.7% increase for the County’s market segment and the County believes that the projected market increase for the County’s adopted competitive market is 2%. The Human Resources Department also recently surveyed these localities and of the fifteen localities and schools that responded, fourteen are projecting a 2% salary increase and one locality is projecting a 3% salary increase to their employees. The County believes that salary increases are necessary in order to retain valuable employees as well as to attract and recruit qualified talent. A decision to not include a salary increase for employees in FY 17 could have the following impacts:

- Compensation would fail to keep up with our adopted market
- If market moves, as expected, The County would need to consider a larger increase in FY 18 to catch up.
- Would likely escalate a pre-existing salary compression issue which affects our ability to attract high quality applicants

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- May impact employee turnover

How many pennies on the proposed 2.5 cent tax rate increase will a 2% salary hike require?

The 2% salary increase for general government costs \$960,000. The School's salary increase for teachers and classified staff costs \$2,364,823. Each penny on the tax rate yields \$1.6 million in estimated revenues.

How many Albemarle County employees (general government and school division) are earning more than \$100,000 per year in total compensation (salary and benefits)?

Using FY16 salaries and benefit rates, there are 93 school division employees and 75 general government employees that have a combined compensation and benefit cost of \$100,000 or more per year.

How much do Albemarle taxpayers pay toward the healthcare premiums of a single County employee and to those on a family plan?

The County currently contributes \$8,542 per plan year for each employee.

At Supervisor Ann Mallek's March 7th White Hall District meeting in Earlysville she said she would ask Albemarle County staff to include median home values for Albemarle's peer counties in the presentations given to the public. I haven't seen this yet in 5 public budget sessions I've attended. Did Supervisor Mallek communicate her request to anyone in the Budget Office or to Mr. Foley?

Yes, she has. Our Assessor's Office has recently obtained updated information from our peer localities. We plan to share this information at the Budget Work Session on April 5.

Why do your budget presentations not include a slide that shows that raising the tax rate from 81.9 cents to 84.4 cents is a 3% increase and with reassessments included the effective tax increase is 4.07%?

We have been using a slide for many years that demonstrates impacts of changes over time for a certain priced household. For consistency with past presentations, we had continued with that approach. The 4.07% effective increase is included in the tax rate advertisement.

What is the most current median home value figure for residential properties in Albemarle County? What is it for each of Albemarle's seven peer counties?

See list below. This information was obtained by the County Assessor's Office this month. Please note that the calculation methodologies used by benchmark communities may differ.

County	Median Home Value
Albemarle	\$285,000
Spotsylvania	\$211,900
Stafford	\$273,900
Roanoke	\$191,600
James City	\$284,000
Montgomery	\$159,100
Hanover	\$226,800
Fauquier	\$321,300

Why on page 50 of your budget summary do you use data from 2014 instead of more current tax rate data?

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It includes the data available at the time of printing. Why do you not include a column for the comparative median home values? The data utilized in this chart is obtained from published documents.

How much of the proposed \$375 million FY2017 budget for Albemarle do you attribute to the County's growth in population over the past year?

The County does not include any new positions in the FY 17 Proposed Budget to address growth in population. Growth costs for the School Division are \$859,646.

How much money is in the FY2017 Budget for purchase of development rights under the ACE program?

There is no new CIP funding dedicated to the ACE program in the Proposed FY 17 Budget. Unexpended carry-forward funding from previous years for the ACE program may be expended in FY 17.

What is the cost to operate the Ivy Fire/Rescue station in FY2017?

The net cost to operate the Ivy Fire and Rescue station in the FY17 Proposed Budget is \$428,000. This net number takes into account the revenue benefits derived by the EMS Cost Recovery program and the savings associated with the reduction of costs that are associated with the City of Charlottesville Fire Contract. The \$428,000 in net costs calculation was based on the operating costs included in the County's Proposed FY 17 Operating Budget. There is also a \$50,000 per year maintenance obligation for the Ivy Fire Station that is included in the County's FY 17 Proposed CIP Budget. The total, when including the net operating costs of \$428,000 and the costs included in the CIP budget, is \$478,000.

What is the County's take on local inflation currently and what does it predict inflation will be in coming years?

1.8% per year.

The presentation made to the Places29 groups last week, on the slide titled "other revenue changes", "real estate" and "other local" are very close in color. Could you explain what goes into "other revenue" which I am assuming is the \$50M revenue stream on the historic graph?

I've not seen the slide but, generally, "Other Local Taxes" include the following items:

- Penalty & Interest [On non-property taxes]
- Sales Tax
- Consumer Utility Tax
- Utility Consumption Tax
- Business License
- Short Term Rental
- Vehicle Registration
- Bank Franchise
- Clerk Fees
- Transient Occupancy Tax
- Food & Beverage Tax