



Retirement and Employee Benefits

"Whether relaxing on the park swings or meeting friends for a glass of wine, I choose to be part of downtown's revitalized community."

Regina Mays & Bailey
HAMPTON RESIDENT



15. Retirement and Employee Benefits

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This section includes the various benefits, along with an explanation of those benefits, funded by the City for its employees.





Retirement and Employee Benefits Fiscal Years 2020-2023

The Retirement and Employee Benefits budget houses the initial appropriation for all compensation increases and specialized incentives. Funding is transferred as needed to respective General Fund departments during the fiscal year. This budget also funds the City’s share of employee benefit costs.

The total budget for this department is \$58,980,318 which funds the following benefits:

	2020 Actual	2021 Actual	2022 Budget	2022 Adjusted	2023 Budget	Increase/ (Decrease)
Personnel Services [Compensation]						
Accrued Payroll	758,623	497,884	1,150,000	1,150,000	1,150,000	0
Compensation	560,921	1,902,717	7,387,266	3,376,115	12,174,585	8,798,470
Separation Leave Pay	845,815	1,325,606	966,000	966,000	966,000	0
Operating Expenses [Fringe Benefits]						
FICA (social security) Contribution	5,984,573	6,032,035	6,600,000	6,600,000	6,600,000	0
Group Life Insurance	889,512	934,352	1,089,000	1,089,000	1,089,000	0
Hampton Employees Retirement System (“HERS”)	2,163,240	1,757,199	2,492,000	2,492,000	2,492,000	0
Hospitalization Insurance	12,344,491	12,628,858	14,370,921	14,370,921	14,784,051	413,130
Law Enforcement Officer (“LEO”) Retirement Supplement	0	0	880,000	880,000	880,000	0
Line of Duty Pay	570,143	640,163	690,000	690,000	690,000	0
Medicare Advantage Plan	581,933	281,248	500,000	500,000	500,000	0
Other Fringe Benefits	39,315	38,841	46,900	46,900	46,900	0
Unemployment Insurance	60,609	231,382	220,000	220,000	220,000	0
Virginia Retirement System (“VRS”)	9,889,084	10,532,285	14,630,000	14,630,000	14,630,000	0
VRS Hybrid Plan – Disability Program	47,396	41,620	102,953	102,953	102,953	0
VRS Hybrid Plan – Contribution/ Match	1,582,303	2,104,880	0	0	0	0
WageWorks – Flexible Spending Accounts	10,598	10,833	10,523	10,523	10,523	0
Worker’s Compensation Insurance	2,300,859	2,114,194	2,480,859	2,480,859	2,644,306	163,447
Total	38,629,415	41,074,095	53,616,422	49,605,271	58,980,318	9,375,047

Budget Note:

The increase in this budget is attributed to the following compensation-specific components: (1) A 5-7% salary increase (including compression adjustments) for permanent full-time (“PFT”); permanent part-time (“PPT”); and, when actually employed (“WAE”) employees. (2) Range adjustments for positions below market. (3) Adjustments for increased minimum wage. (4) Adjustments for market-based pay range recalculations. (5) Continuation of the Citizen Satisfaction Bonus (“Bonus”), based on the most recent citizen satisfaction survey of employee work performance, for qualifying employees who meet certain tenure criteria; and (6) Performance-based bonus to provide a means to recognize top performers.

