

Compensation Study

posted – April 30, 2016

What reputable ethical company would perform a compensation study without job descriptions?!?

Martha Mugler has mentioned at several forums the pay study being performed to determine what the school employees should be paid. If a true pay study was being performed, productivity and efficiency of staff needs to be examined too. Unfortunately, that would require job descriptions, of which Hampton only has a few. First hit, human resources (HR) for not doing their job. Since 2009, Hampton has been in the process of reviewing, updating, and/or developing job descriptions for each HCS position, with little success. HR's pay may need to be adjusted...downwardly...especially if staff is being hired without their application being confirmed. This seems a little shady.

What reputable ethical company would perform a compensation study without job descriptions?!?

In FY12 (without a study), a large portion of the staff – mostly non-instructional – had travel allowances rolled into their base salary. So rather, than being paid the current IRS rate for reimbursement – saving time and trees – Hampton City Schools opted to roll travel allowances into pay. In FY11, under the Operating Fund 50, this is how the money was budgeted for mileage reimbursement -

Total account code 5510 (mileage reimbursement) - \$74,781

In FY12, according to a Freedom of Information Act request, staff paid under the Operating Fund 50 had the following amount rolled into their salary –

Total mileage reimbursement rolled into FY12 salaries - \$182,646

Trees may have been saved in this salary process but dollars were not. It would appear that an additional \$107,865 was laid out for mileage reimbursement resulting in a 144% increase. Nevertheless, was this really the reason for the pay increases that occurred out of the public's intrusive view?

Here's the history –

“During the fy 2012 budget process, it was decided that travel allowances would be rolled into the base salaries of current employees and eliminated for future employees as of July 1, 2012. The School Board also approved a 1% salary increase for all employees, likewise effective 7/1/12. The 1% increase was figured on the previous year's base salary, exclusive of any travel supplement.”

Fred Brewer
Chairman, Hampton School Board
2/29/2012

The Ford NGL trip to Nashville resulted in more than \$5,000 being spent for travel. Many of the travelers were recipients of the rolled travel salary. So I asked why were our children footing the bill...twice?

“The travel supplements you are referring to that were rolled into salaries were only applicable to local travel in the Division.”

Diana Gulotta
FOIA Officer, Hampton City Schools
4.29, 2016

Some staff travelers – like Robbin Ruth, Executive Director of Human Resources – I really didn't think did a lot of traveling around the district. Ruth had \$3,557 rolled into her base pay. That would equate to

*Based on the 2011 IRS reimbursement rate of \$.55 a mile.

more than 6400* miles driven on behalf of the schools a year around town. She drives more than twice the number of miles I drive a year taking my daughter back and forth to Eaton. It's possible though.

What I don't believe is possible is that the school board attorney, who had the same amount rolled into her salary, is doing that kind of travel around the Division on behalf of the schools. One reason is obvious; the less obvious reason is that Nanci Reeves did not have a single dollar in the budget for account code 5510 (mileage reimbursement) to be rolled into her base salary.

| Department Description | Department | Account | Account Description | Budget |
|------------------------|------------|---------|---|---------------------|
| School Board Attorney | 878 | 1139 | Comp of Other Professional Personnel | \$105,859.00 |
| | | 1150 | Comp of Secretary and Clerical | \$43,849.00 |
| | | | Sub-total: | \$149,708.00 |
| | | 2100 | FICA Employer Contribution | \$11,452.00 |
| | | 2210 | Virginia Retirement System | \$14,267.00 |
| | | 2300 | Health Insurance Subsidy | \$19,153.00 |
| | | 2400 | Virginia Retirement System Life Insurance | \$419.00 |
| | | | Sub-total: | \$45,291.00 |
| | | 3145 | Professional Services | \$12,000.00 |
| | | | Sub-total: | \$12,000.00 |
| | | 5501 | Travel Expenses | \$3,000.00 |
| | | 5802 | Dues and Association Memberships | \$3,500.00 |
| | | | Sub-total: | \$6,500.00 |

**No 5510
account**

| Department Description | Department | Account | Account Description | Budget |
|------------------------|------------|---------|---|------------------|
| School Board Attorney | 878 | 1139 | Comp of Other Professional Personnel | \$116,881 |
| | | 1150 | Comp of Secretary and Clerical | \$47,890 |
| | | | Sub-total: | \$164,771 |
| | | 2100 | FICA Employer Contribution | \$12,605 |
| | | 2210 | Virginia Retirement System | \$24,777 |
| | | 2300 | Health Insurance Subsidy | \$22,843 |
| | | 2400 | Virginia Retirement System Life Insurance | \$1,950 |
| | | | Sub-total: | \$62,175 |
| | | 3145 | Professional Services | \$35,000 |
| | | | Sub-total: | \$35,000 |
| | | 5501 | Travel Expenses | \$3,500 |
| | | 5802 | Dues and Association Memberships | \$2,500 |
| | | | Sub-total: | \$6,000 |

**No 5510
account**

In case you are curious, in FY2016, the total budgeted amount for account code 5510 (mileage reimbursement) - \$74,751.