

# Total Rewards Philosophy of the City of Virginia Beach

The **City of Virginia Beach** strives to recruit and retain highly qualified, innovative problem solvers to provide exceptional municipal services for our residents and visitors. A dedicated workforce enhances our ability to provide an operationally efficient, safe city with highly rated parks, libraries and recreational opportunities. With this in mind the City strives to provide a total employee rewards program that:

- Attracts and retains a qualified, diverse workforce
- Ensures competitive compensation and benefit programming
- Consistently and fairly applies City policies that comply with local, state and federal law
- Operates within the confines of available fiscal resources

## **The City's total rewards philosophy is based on the following:**

1. The City strives to provide a total rewards package that is competitive, attracts highly qualified applicants within the local market and from other labor markets, and is adaptive to the changing needs and priorities of the workforce.
2. Compensation strategies are reviewed annually and may include bonuses and pay adjustments to address equity, market conditions, targeted needs, retention measures, and the evolution of how work is performed.
3. Starting pay for new employees is based upon work experience and education related to work requirements and in consideration of the salaries of current employees within the organization with comparable years of experience and education.
4. Salary increases are considered annually with the budget. These are typically provided as merit (based on satisfactory work performance), general (COLA), and/or step increases.
5. Employees are eligible for career progressions, promotions, bonuses, administrative increases and other pay additives (ex: stipends, allowances, shift differential) throughout the year in alignment with City policy, industry norms, market conditions, and available resources.
6. Benefits, non-cash rewards such as telework or compressed work weeks, are reviewed regularly for competitiveness, cost-effectiveness, and value to employees and organization.
7. Positions, or the associated benchmark, will be reviewed in comparison to the local market, other cities/municipalities identified as comparable within the mid-Atlantic region, or by utilizing data targeting specific industries for which the City competes to attract a qualified workforce.

Human Resources is responsible for evaluating pay and rewards programs and making recommendations for alignment with the City's Total Rewards philosophy. Guided by City Council's priorities and goals, senior leadership must review and approve changes to any policies or rewards programming.



CITY OF VIRGINIA BEACH

**Human  
Resources**