

Stafford County Board of Supervisors' Total Compensation Philosophy

Introduction

In October 2002, the Board of Supervisors defined its vision for Stafford County, which is a community with an abundant and meaningful past, building a thoughtful, sustainable future. To fulfill that vision, staff set out on a mission to become a high performance organization and, and subsequently, the best local government in Virginia. In addition, the whole workforce defined the organizational values of Balance, Empowerment, Service and Teamwork based on what was best about their work experience with Stafford County. Employees work by these values each day and they have become part of the foundation upon which we are building a high performance organization. The Board is determined to provide superior customer service to citizens by attracting high-quality employees and retaining them with a well-rounded and competitive compensation package. By increasing retention and decreasing turnover, the Board will benefit from the expertise and tradition of long-serving employees and, consequently, will be able to use this experience to sustain a high quality of life for all citizens.

Philosophy

Our goal with the Total Compensation Philosophy is to develop a balanced and meaningful strategy that is competitive with comparative peers, supports our vision, mission and values, is affordable, and understood by employees. Using our values of Balance, Empowerment, Service and Teamwork, we are committed to:

- Creating an employee friendly work environment that provides **balance** among life's activities and challenges and encourages professional and personal growth and development. In addition, we seek to maintain a comprehensive, balanced total compensation and benefit program that is comparable with the six comparative public jurisdictions and private industry practices.
- **Empowering** employees to take the initiative to provide creative solutions, embrace performance management, and recognize and reward co-workers' accomplishments and their commitment to our vision.
- Providing personal and individual **service** to each employee so that they feel respected, cared for and trusted.
- Soliciting employee input that enhances **teamwork** and encouraging all employees to reach across our organization to collaborate for success.

Strategy

- Use surveys to determine why employees choose to work for Stafford County and what is most important to them regarding their work experience. Establish benchmarks and re-examine every 24 months.
- Establish a learning program that provides employees the opportunity for professional growth and career advancement. Identify a Training Manager who is responsible for the learning program and the developmental needs and goals of employees.
- Create and maintain a total compensation program that is competitive with established peers, supports high performance, is understood and valued by employees and is affordable. Our total compensation program will meet the following criteria:
 - Target the 75th percentile of comparative peers
 - Compensate expected performance and reward exceptional performance
 - Is updated and communicated on an annual basis
 - Provides employees adequate/meaningful choice of program costs and benefit levels
 - Provide a wide range of benefits that are valued by our employees
- Develop, implement and maintain a performance management program that is aligned with the vision, mission and values of Stafford County.