



Response to Questions on the 2016 LOBs

Request By: Supervisor Cook

Relevant LOB(s): N/A

Question: What are typical payouts for leave when people separate from County employment?

Response:

Upon separation from the County, employees are paid for their accumulated annual and compensatory leave. Employees may only carry up to 240 hours (320 hours with 10 or more years of service) of annual leave forward from one year to the next, which effectively limits the number of hours of annual leave that can be paid out. The payout for compensatory leave is limited to 240 hours (336 hours for 24-hour Fire and Rescue personnel). The amount of accumulated leave varies greatly for individual employees, with some employees separating with negligible leave balances while others separate with the maximum possible accruals. However, the average payout has remained fairly consistent. The table below provides a four-year history of the average number of hours of leave paid out to separating employees as well as the average dollar amount of the leave payout.

Fiscal Year	Average Hours Paid	Average Payout
FY 2016	189.4	\$7,413.00
FY 2015	179.8	\$6,676.38
FY 2014	173.0	\$6,514.47
FY 2013	192.7	\$7,198.70



Response to Questions on the 2016 LOBs

Request By: Supervisor Herrity

Relevant LOB(s): LOB #31

Question: Provide a list of County training contracts.

Response:

A list of County training contracts is provided below. The Department of Human Resources manages vendor contracts for executive coaching, organizational development, and other training resources. DHR also manages the countywide contract for desktop training (OfficePro, Inc.) the Learning Management System (Meridian) and on-line training available for the entire County. In addition, several contracts are managed by other agencies or the state for agency specific training, especially mandated training in public safety and human services. These contracts are competitively bid in conformance with all procurement regulations.

Vendor Name	Services Awarded Per Contract				
	Executive Coaching	Organizational Development	Training Resources	Online Content	Performance Management
Balanced Spaces, LLC			X		
Bonnie Y. Holloway	X		X		
BottomLine Solutions, Inc.	X	X			X
Chesterfield County Government			X		
Cooperative Learning Services	X	X	X		X
Creative Solutions International		X	X		
The Gallagher Benefit Services (Titan)	X	X	X		X
George Mason University			X		
Graduate School			X		
JB Rolter Associates, LLC		X			
JJA Consultants	X	X	X		X
Learning Communications, LLC				X	
Meridian				X	
MSB Coach, LLC	X				
NTL Institute for Applied Behavioral Science	X	X	X		X
OfficePro, Inc.	X	X	X		X
Organization Improvement Corp.	X	X	X		X
Otto Kroger Associates (OKA)		X	X		X



Vendor Name	Services Awarded Per Contract				
	Executive Coaching	Organizational Development	Training Resources	Online Content	Performance Management
Performance Breakthrough, Inc.	X	X	X		X
Randel Consulting Associates, LLC	X	X	X		X
Relias Learning, LLC				X	
Russ Linden & Associates	X	X	X		X
Technology on Time, Inc.	X	X	X		X
The Fitzpatrick Group, LLC	X	X	X		X
Think Strategic Consulting, LLC	X	X	X		X
Thompson & Associates, LLC	X	X	X		X
Thomson Reuters				X	
TrainingPros, Inc.	X	X	X		X
True Purpose Leadership	X	X	X		X
Zelos, LLC	X	X	X		X