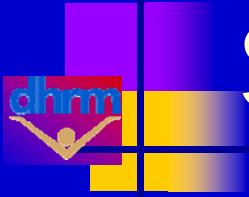




Commonwealth of Virginia Compensation Review

Department of Human Resource Management

Senate Finance Committee
General Government Subcommittee
General Assembly Building, Richmond, VA
January 29, 2007



Classified Employees Salaries

- Average salary \$40,302
- Median Salary \$35,944
- Lowest Salary \$14,212
- Highest Salary \$260,000



Classified Employees Pay Bands

BANDS	RANGE		EMPLOYEES	
	Minimum	Maximum	Number	Percent
1	\$ 14,780	\$ 30,335	2,462	3.6%
2	\$ 19,310	\$ 39,629	10,584	15.4%
3	\$ 23,076	\$ 47,361	23,515	34.1%
4	\$ 30,146	\$ 61,872	17,184	24.9%
5	\$ 39,384	\$ 80,829	11,271	16.3%
6	\$ 51,452	\$ 105,594	3,301	4.8%
7	\$ 67,218	\$ 137,952	400	0.6%
8	\$ 87,812	\$ 180,221	211	0.3%
9	\$ 114,719	MARKET	18	0.0%



Classified Employees Pay Actions Taken

- Total pay actions taken 36,581
- Total pay adjustments 29,324
- Average pay adjustment 2.85%



Classified Employees Pay Actions Taken

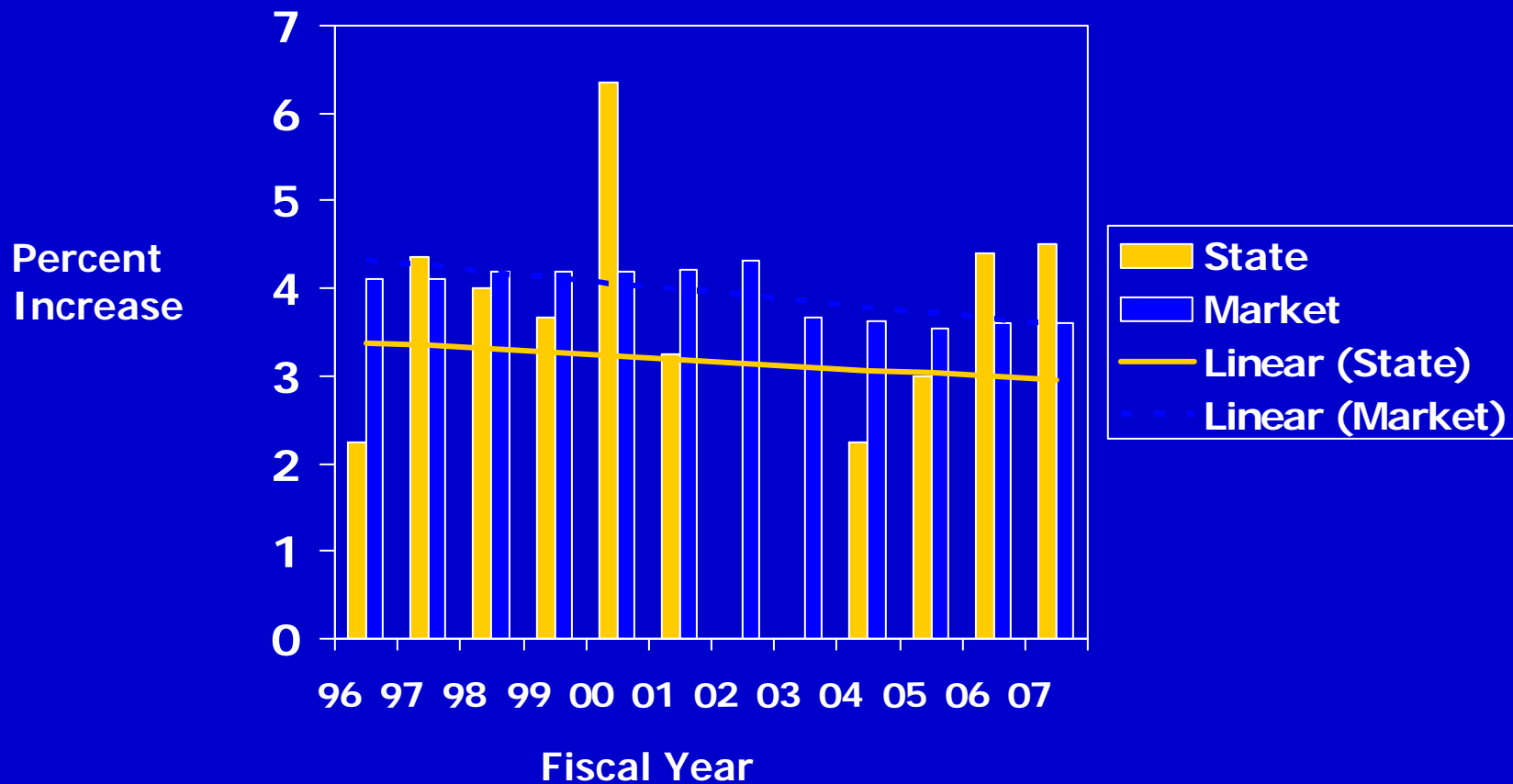
Pay Action	# Actions	# Pay Adjust.	Avg. % Adjust.
Promotions	1926	1902	14.6%
Demotion - Voluntary	239	110	-9.6%
Demotion - Performance	6	6	-11.2%
Demotion - Disciplinary	18	18	-10.7%
Disciplinary Pay Actions	2	2	-5.0%
Role Change - Upward	1321	985	8.9%
Role Change - Lateral	399	83	7.8%
Role Change - Downward	71	0	-
Vol Transfer - Competitive	3030	2106	11.7%
Vol. Transfer - Non-Competitive	737	96	1.8%
Temporary Pay - All Reasons	1065	1065	8.3%
End Temporary Pay	826	826	8.3%
Competitive Salary Offer	243	243	12.1%
Reassignment within Band	375	0	-
Apply/Adjust Special Rate	1241	1241	0.8%
IBA - Change in Duties Increase	1472	1472	7.4%
IBA - New KSAs/Competencies	1648	1648	7.2%

Pay Action	# Actions	# Pay Adjust.	Avg. % Adjust.
IBA - Retention	3255	3255	5.4%
IBA - Internal Alignment Increase	6725	6725	6.4%
Bonus - Change in Duties	118	118	3.5%
Bonus - Internal Alignment	44	44	4.1%
Bonus - New KSAs/Comp.	188	188	2.7%
Bonus - Retention	62	62	4.2%
Bonus - Recognition, Monetary	6786	6786	0.8%
Bonus - Recognition Non-Monetary	494	0	-
Bonus - Sign-On	176	176	3.2%
Bonus - Recognition Leave	3980	0	-
Bonus - Project	38	38	1.3%
Bonus - Referral	16	16	0.9%
Exceptional Retention Bonus	22	22	3.6%
Exceptional Retention Leave	11	0	-
Sign-On Leave	46	0	-
Suggestion Award	1	0	-



State Employee Salary History

- State employee salary increases lag the market





State & Private Sector Average Salary Comparison

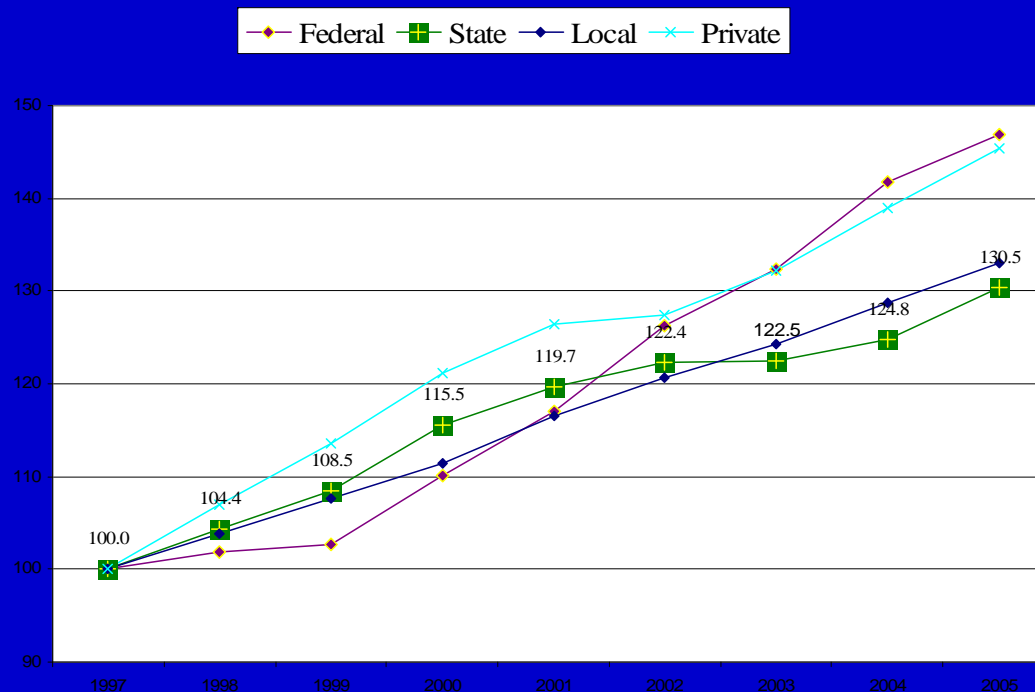
- On average, State salaries for selected occupations are 18.5% below Private Industry
- The State is more competitive when benefits are also considered

Occupation	Private Industry	State	Deviation
Truck Driver, Light	\$28,100	\$20,369	-38.00%
Security Guard, Unarmed	\$25,600	\$23,468	-9.10%
Cook	\$28,100	\$23,635	-18.90%
Laboratory Aide	\$25,300	\$24,042	-5.20%
Mail Clerk	\$27,200	\$24,097	-12.90%
Cashier	\$26,500	\$27,423	3.40%
Secretary	\$33,600	\$28,138	-19.40%
Yard Laborer/Janitorial Supv.	\$36,300	\$30,768	-18.00%
Maintenance Electrician	\$44,400	\$34,227	-29.70%
Marketing Specialist	\$49,800	\$37,447	-33.00%
Medical Lab Technologist	\$47,600	\$38,813	-22.60%
Accountant	\$45,900	\$40,826	-12.40%
Social Worker (MSW)	\$48,100	\$41,953	-14.70%
Employee Training Specialist	\$49,600	\$43,432	-14.20%
Staff RN	\$55,000	\$43,774	-25.60%
Attorney	\$93,500	\$50,474	-85.20%
Chemist	\$70,200	\$50,677	-38.50%
Internal Auditor	\$64,100	\$53,137	-20.60%
HR Admin Supervisor	\$64,100	\$54,476	-17.70%
Environmental Engineer	\$56,000	\$55,984	0.00%
Architect	\$58,000	\$59,468	2.50%
Physical Therapist	\$61,700	\$64,685	4.60%
Systems Analysis Supervisor	\$76,300	\$71,724	-6.40%
Data Base Administrator	\$84,900	\$75,564	-12.40%
Generic Engineer Supervisor	\$97,100	\$82,738	-17.40%

Source: PMIS, Watson-Wyatt, Spring 2006

Average Weekly Wage Trend by Employer Category

- Indexed to 1997 weekly wage
- State wages below all sectors





Selected Localities Base Salary Increases

- State did not keep pace with major localities until last year

Locality	FY-04	FY-05	FY-06	FY-07
Richmond City	3.00%	3.00%	3.00%	3.00%
Charlottesville	3.50%	3.00%	4.00%	4.00%
Montgomery County	2.50%	5.50%	4.80%	2.50%
Fairfax County	4.00%	4.32%	4.37%	4.40%
Chesterfield County	2.50%	4.00%	3.00%	4.00%
Norfolk	4.00%	4.00%	4.00%	4.50%
Chesapeake	3.00%	3.00%	4.00%	4.00%
Augusta County	4.00%	4.00%	4.00%	3.83%
Average	3.31%	3.85%	3.90%	3.78%
State Employees	2.25%	3.00%	4.40%	4.50%



Market Movement Trend

- 2007 National trends
 - 3.62% average salary increase
 - Up from 3.57% in 2006
 - 2.78% salary range adjustment
- FY 08 State Budget – SB 750
 - 3.0% proposed increase
 - 0.0% salary range adjustment