



# Summary of Recent JLARC Studies: State Employee Salaries and Benefits

# JLARC Has Conducted Two Major Studies of State Employee Compensation

	2008	2011
Assessment of ...		
Total compensation	✓	✓
Salaries	✓	
Health insurance	✓	
Retirement benefits	✓	✓
Annual and sick leave, holidays	✓	
Options to change current approach	✓	✓

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## **Both Studies Included Recommendations, Some of Which Have Been Addressed**

- 2008 study
  - Total compensation statement to all employees
  - Compensation advisory council
- 2011 study
  - Modifications to defined benefit retirement plan
  - Guidelines for non-defined benefit plan

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## Consultants Were Retained for Both Studies

	PWC	Mercer
2008 JLARC study	✓*	✓
2011 JLARC study**	--	✓

\*In 2008, used PWC for actuarial analysis. VRS reimbursed JLARC using non-General Funds for these services.

\*\*In 2011, used the VRS actuary, Cavanaugh MacDonald Consulting, LLC, to analyze actuarial impact of changing retirement plans. VRS paid directly for services using non-General Funds.

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## Total Compensation Has Changed Since 2011 JLARC Study

- New, lower cost retirement plan reduces total compensation
- State employees received a 2% across-the-board salary increase
- State health insurance benefits have changed
- With changes in total compensation, and the job market, competitiveness may have changed

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# Questions?

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## For More Information

<http://jlarc.virginia.gov>

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