

Virginia Court Clerks Association
Senate Finance General Government and Technology Subcommittee
January 21, 2014

The VCCA has had two long time items at the forefront of its compensation issues:

- Parity for Circuit Court Deputy Clerks I and II with their state employee counterparts working in the General District Courts;
- Career development as a means of advancement for employees whose performance and skill set show continuous improvement and growth.

Parity

The VCCA worked closely with the State Employee Compensation Work group that you established last year. Many of you may not be aware that the starting salary for a Deputy Clerk I in the Circuit Court is \$23,723. And a Deputy Clerk II starts at \$28,362. We actually have positions that start at \$19,856 but those are not addressed here. We have limited ability to bring in new folks above the entry level because the funds are simply not there.

We were pleased to see that our concerns were heard about the parity issue and the introduced budget addresses that with funding for a 4% increase in the salary range for Circuit Court Deputy Clerk I and a 2% increase in the salary range for Circuit Court Deputy Clerk II. We strongly urge you to approve that action. It is vital, especially in our smaller offices, that we make these modest salary improvements if we are to attract and retain qualified staff.

Career Development

Every constitutional office has an established career development program *except the circuit court clerks*. The introduced budget includes funds to expand those programs. Career development programs provide a valuable tool for the advancement of employees whose performance and skill set show continuous improvement and growth. The reason there is no comparable program for circuit court clerks staff is grounded in major policy differences regarding the career development criteria between the circuit clerks and past leadership of the Compensation Board.

That has not been the case in recent years and we have come together to develop a career development program that we all embrace. We simply need the funding to implement it. Senator Lucas has submitted a budget amendment for \$75,374 in the first year and \$606,683 the second year to get a circuit court clerks career development program started. We ask that you fund that amendment.