

# Virginia Department of Human Resource Management

## STATE EMPLOYEE COMPENSATION

Senate Finance Committee  
Subcommittee on General government & technology

GENERAL ASSEMBLY BUILDING, RICHMOND, VA  
DECEMBER 16, 2016

**DHRM'S MOST RECENT ESTIMATE INDICATES A 26.82% INCREASE WOULD BE NEEDED TO RAISE STATE SALARIES TO EQUAL THE MARKET IN 2017.**

**Mean Industry Performance Increase vs. COV State-Wide Increase (Actuals)**

