



**SENATE FINANCE  
COMMITTEE  
October 22, 2015**

**Virginia State Police  
PAY COMPRESSION PLAN**



## Current Approved Salary Plan

- **All Department sworn employees with a performance evaluation of Contributor or above will receive a 2% salary increase effective 8-10-15.**
- **Department Sworn employees with three or more years of continuous state service and a performance evaluation of Contributor or above shall receive \$80 for each full year of service up to thirty years effective 8-10-15.**



# Current Approved Salary Plan

## Pay Action Time-Line

- The proposed plan was presented to the Secretary of Public Safety and Homeland Security, the staff of House Appropriations and the staff of Senate Finance for review.
- Letters were sent to all sworn employees for their review and approval to verify years of service in May 2015.
- Letters were sent to all sworn employees for their review and approval to verify new salary in July 2015.
- Official salary information transferred to DHRM in July 2015.



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## How the pay plan was created:

- All sworn employees received a 2% increase if they receive a Contributor or higher performance evaluation.
- All sworn employees with three or more years of continuous state service as of August 10, 2015, received \$80 for each full year of service up to thirty years if they receive a Contributor or higher performance evaluation.
- These two amounts were added to their current salary and compared to a proposed salary listed on the chart based on rank and years of service, with the exception of CVEOs.
- Sworn employees who had reached the maximum amount on the chart for their rank and years of service did not receive any additional compression funds.



# Current Approved Salary Plan

## How the pay plan was created: *continued*

- For those sworn employees who did not reach the maximum amount on the chart for their rank and years of service, a compression figure was computed and the additional funds were added to their salary on 8-10-15.
- The compression funds equated to \$148 for each year of sworn VSP service up to 30 years not to exceed their chart amount for their rank and years of service. If an employee reached their chart amount, they received a portion of the \$148 for each year of sworn VSP service, but they were not permitted to exceed the chart amount.



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## Sworn Employees in the Agency

<b>Sworn employees:</b>	<b>1957</b>
<b>CVEO employee:</b>	<b>14</b>
<b>Sworn employees under 3 years:</b>	<b>319</b>
<b>Total sworn employee (CVEO &amp; under 3 years):</b>	<b>1624</b>
<b>Sworn Employees receiving 2 % pay increase:</b>	<b>1956</b>
<b>Reason for not receiving amount: 2 Emp Bonus, 1 Emp Perf</b>	
<b>Sworn Employees receiving \$80/yrs:</b>	<b>1637</b>
<b>Reason for not receiving amount: Under 3 yrs and 1 Emp Perf</b>	
<b>Sworn Employees receiving full \$148/yrs:</b>	<b>1377</b>
<b>Sworn Employees receiving partial \$148/yrs:</b>	<b>161</b>
<b>Sworn Employees not receiving any of the \$148/yrs:</b>	<b>419</b>



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## Example:

Annual Salary as of Mar 31 2015	# full years as of 7-1-15	NEW Annual SALARY with 2% Inc	NEW Annual SALARY with statewide \$80/yr Inc	Special Compression Pay Adjustment \$148/yr	Final New Annual Salary w/ all Adjustments	Sworn Pay Scale		Correct Salary Per Pay Scale	Difference "Should Be" vs Sal after all adjs	Compression Increase %	Total % Increase for All Changes
						Min	Max				
55,555	17	56,666	58,026	2,516	60,542	46,584	77,933	<b>63,880</b>	(3,338)	4.34%	8.98%
60,787	17	62,003	63,363	517	63,880	46,584	77,933	<b>63,880</b>	-	.82%	5.09%
61,560	17	62,791	64,391		64,391	46,584	77,933	<b>63,880</b>			4.60%

In the example above, all are Special Agents with 17 years of service. Per the Sworn Pay Chart, the correct salary should be \$63,880. Each are handled differently as detailed below:

**SA #1** is entitled to the full amount ( $17 \times \$148 = \$2,516$ ) and continues to be below the stated chart amount by \$3,338.

**SA #2** is entitled to a approx \$30 per year of sworn service. The partial adjustment brings the salary to exactly the correct salary per the Sworn Pay Chart.

**SA #3** is NOT entitled to any Compression adjustment as the salary after statewide adjustments brings the salary above the correct salary per the Sworn Pay Chart.