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# VIRGINIA STATE BUDGET

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2005 Session

## Budget Bill - SB700 (Introduced)

Bill Order » Part 4: General Provisions » Item 4-6.01

### Item 4-6.01

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#### § 4-6.00 POSITIONS AND EMPLOYMENT

##### § 4-6.01 EMPLOYEE COMPENSATION

a. The compensation of all kinds and from all sources of each appointee of the Governor and of each officer and employee in the Executive Department who enters the service of the Commonwealth or who is promoted to a vacant position shall be fixed at such rate as shall be approved by the Governor in writing or as is in accordance with rules and regulations established by the Governor. No increase shall be made in such compensation except with the Governor's written approval first obtained or in accordance with the rules and regulations established by the Governor. In all cases where any appointee, officer or employee is employed or promoted to fill a vacancy in a position for which a salary is specified by this act, the Governor may fix the salary of such officer or employee at a lower rate or amount within the respective level than is specified. In those instances where a position is created by an act of the General Assembly but not specified by this act, the Governor may fix the salary of such position in accordance with the provisions of this subsection.

b. Annual salaries of persons appointed to positions listed below shall be paid in the amounts shown.

MsoNormal	July 1, 2004	November 25, 2004	November 25, 2005
MsoNormal	to	to	to
MsoNormal	November 24, 2004	November 24, 2005	June 30, 2006
Chief of Staff	\$131,391	\$135,333	<del>\$135,333</del>
MsoNormal	MsoNormal	MsoNormal	\$139,393
Secretary of Administration	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
<i>Secretary of Agriculture and Forestry</i>	\$0	\$135,311	\$139,370
Secretary of Commerce and Trade	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of the Commonwealth	\$131,370	\$135,311	<del>\$135,311</del>

MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Education	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Finance	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Health and Human Resources	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Natural Resources	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Public Safety	\$131,370	\$135,311	<del>\$135,311</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Technology	\$131,370	\$135,311	<del>\$135,333</del>
MsoNormal	MsoNormal	MsoNormal	\$139,370
Secretary of Transportation	\$131,370	\$135,311	<del>\$135,311</del>
			\$139,370

c.1.a) Annual salaries of persons appointed to positions listed in subdivision c 6 hereof shall be paid in the amounts shown for the current biennium, unless changed in accordance with conditions stated in subdivisions c 2 through c 5 hereof.

b) The starting salary of a new appointee shall not exceed the midpoint of the range, except where the midpoint salary is less than a ten percent increase from an appointee's preappointment compensation. In such cases, an appointee's starting salary may be set at a rate which is ten percent higher than the preappointment compensation, provided that the maximum of the range is not exceeded. However, in instances where an appointee's preappointment compensation exceeded the maximum of the respective salary range, then the salary for that appointee may be set at the maximum salary for the respective salary range.

c) Nothing in subdivision c 1 shall be interpreted to supersede the provisions of § 4-6.01 e, f, g, h, i, j, k, l, and m of this act.

2.a) The Governor may increase or decrease the annual salary for incumbents of positions listed in subdivision c 6 below at a rate of up to 10 percent in any single fiscal year between the minimum and the maximum of the respective salary range in accordance with an assessment of performance and service to the Commonwealth.

b)1) The appointing or governing authority may grant performance bonuses of 0-5 percent for positions whose salaries are listed in §§ 1-1 through 1-9, and 4-6.01 b, c, and d of this act, based on an annual assessment of performance, in accordance with policies and procedures established by such appointing or governing authority. Such performance bonuses shall be over and above the salaries listed in this act, and shall not become part of the base rate of pay.

2) The appointing or governing authority shall report performance bonuses which are granted to executive branch

employees to the Department of Human Resource Management for retention in its records.

c) Notwithstanding § 4-6.01 c.1.a), b) and c) preceding, the salary for any person who is appointed to and assumes a position listed in § 4-6.01 c.6. on and after January 12, 2002, but before July 1, 2002, shall not be reduced or increased from the salary established for such appointee pursuant to the provisions of § 4-6.01 c.1 of Chapter 1073 of the 2000 Acts of Assembly, as such chapter may be amended in the 2002 Session of the General Assembly. However, such appointee shall be eligible to receive compensation supplements as prescribed in Item 511 of this act.

3. From the effective date of the Executive Pay Plan set forth in Chapter 601, Acts of Assembly of 1981, all incumbents holding positions listed in this § 4-6.01 shall be eligible for all fringe benefits provided to full-time classified state employees and, notwithstanding any provision to the contrary, the annual salary paid pursuant to this § 4-6.01 shall be included as creditable compensation for the calculation of such benefits.

4. With the prior annual written approval of the Governor, the Board of Commissioners of the Virginia Port Authority may supplement the salaries of its Executive Director, its Senior Managing Director of Marketing Services and its marketing staff from nonstate funds provided by any nonstock, nonprofit corporation which is authorized by the Virginia Port Authority to operate port facilities of the Commonwealth under its jurisdiction. In approving such supplements, the Governor should be guided by criteria which provide a reasonable limit on the total additional income of the Executive Director, the Senior Managing Director of Marketing Services and the marketing staff. The criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable ports of other states. The Board of Commissioners shall report approved supplements to the Department of Human Resource Management for retention in its records.

5. With the prior annual written approval of the Governor, the Board of Trustees of the Virginia Museum of Fine Arts, The Science Museum of Virginia, the Virginia Museum of Natural History, the Jamestown-Yorktown Foundation, and The Library Board may supplement the salary of the Director of each museum and the Librarian of Virginia from nonstate funds. In approving a supplement, the Governor should be guided by criteria which provide a reasonable limit on the total additional income of the Director or Librarian of Virginia. The criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable museums and libraries of other states. The respective Boards shall report approved supplements to the Department of Human Resource Management for retention in its records.

6.a) The following salaries shall be paid for the current biennium in the amounts shown, however, all salary changes shall be subject to subdivisions c 2 through c 5 above.

b) Existing salary contracts between the Chief Information Officer and the Information Technology Investment Board in effect before the enactment of this act shall remain in effect as originally written until the termination of said contracts. Salary contracts entered into after enactment of this act shall adhere to the conditions specified in § 4-6.01.

MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>to</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>
<b>Level I Range</b>	<b>\$95,572 - \$151,103</b>	<b>\$98,439 - \$155,636</b>	<b><del>\$98,439 - \$155,636</del></b>
MsoNormal	MsoNormal	MsoNormal	<b>\$100,392-\$160,305</b>
<b>Midpoint</b>	<b>\$123,338</b>	<b>\$127,038</b>	<b><del>\$127,038</del></b>
MsoNormal	MsoNormal	MsoNormal	<b>\$130,849</b>

Chief Information Officer, Virginia Information Technologies Agency	\$151,103	\$155,636	<del>\$155,636</del>
MsoNormal		MsoNormal	\$160,305
Commissioner, Department of Motor Vehicles	<del>\$124,256</del>	<del>\$127,984</del>	<del>\$127,984</del>
MsoNormal	\$123,337	\$127,037	\$130,848
Commissioner, Department of Social Services	\$134,970	\$139,019	<del>\$139,019</del>
MsoNormal		MsoNormal	\$143,190
Commissioner of Mental Health, Mental Retardation and Substance Abuse Services	\$151,103	\$155,636	<del>\$155,636</del>
MsoNormal		MsoNormal	\$160,305
Commonwealth Transportation Commissioner	\$151,103	\$156,636	<del>\$156,636</del>
MsoNormal		MsoNormal	\$161,335
Director, Department of Corrections	\$126,666	\$130,466	<del>\$130,466</del>
MsoNormal		MsoNormal	\$134,380
Director, Department of Environmental Quality	\$130,369	\$134,280	<del>\$134,280</del>
MsoNormal		MsoNormal	\$138,308
Director, Department of Medical Assistance Services	\$127,463	\$131,287	<del>\$131,287</del>
MsoNormal		MsoNormal	\$135,226
Director, Department of Planning and Budget	\$119,609	\$123,197	<del>\$123,197</del>
MsoNormal		MsoNormal	\$126,893
Executive Director, Department of Game and Inland Fisheries	\$108,607	\$111,865	<del>\$111,865</del>
MsoNormal		MsoNormal	\$115,221
State Health Commissioner	\$151,103	\$155,636	<del>\$155,636</del>
MsoNormal		MsoNormal	\$160,305
State Tax Commissioner	\$121,389	\$125,031	<del>\$125,031</del>
MsoNormal		MsoNormal	\$128,782
Superintendent of Public	\$146,535	\$150,931	<del>\$150,931</del>

Instruction			
MsoNormal		MsoNormal	\$155,459
Superintendent of State Police	\$125,347	\$126,841	<del>\$126,841</del>
MsoNormal		MsoNormal	\$130,646
MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>to</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>
<b>Level II Range</b>	<b>\$83,107 - \$131,394</b>	<b>\$85,600 - \$135,336</b>	<del><b>\$85,600 - \$135,336</b></del>
MsoNormal	MsoNormal	MsoNormal	<del><b>\$88,168 - \$139,396</b></del>
<b>Midpoint</b>	<b>\$107,251</b>	<b>\$110,468</b>	<b>\$110,468</b>
MsoNormal	MsoNormal	MsoNormal	<b>\$113,782</b>
Alcoholic Beverage Control Commissioners (two)	\$107,251	\$110,469	<del>\$110,469</del>
MsoNormal	MsoNormal	MsoNormal	\$113,783
Chairman, Alcoholic Beverage Control Board	\$107,251	\$110,469	<del>\$110,469</del>
MsoNormal	MsoNormal	MsoNormal	\$113,783
Commissioner, Department of Agriculture and Consumer Services	\$92,359	\$95,130	<del>\$95,130</del>
MsoNormal	MsoNormal	MsoNormal	\$97,984
Commissioner, Department of Veterans Services	<del>\$104,891</del>	<del>\$108,038</del>	<del>\$108,038</del>
MsoNormal	\$107,251	\$110,469	\$113,783
Commissioner, Virginia Employment Commission	\$107,251	\$110,469	<del>\$110,469</del>
MsoNormal	MsoNormal	MsoNormal	\$113,783
Commissioner, Marines Resources Commission	\$99,635	\$102,624	<del>\$102,624</del>
MsoNormal	MsoNormal	MsoNormal	\$105,703
Director, Department of Business Assistance	\$108,830	\$112,095	<del>\$112,095</del>

MsoNormal	MsoNormal	MsoNormal	<i>\$115,458</i>
Director, Department of Charitable Gaming	\$95,016	\$97,866	<del>\$97,866</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$100,802</i>
Director, Department of General Services	\$119,224	\$122,801	<del>\$122,801</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$126,485</i>
Director, Department of Mines, Minerals and Energy	\$119,936	\$123,534	<del>\$123,534</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$126,240</i>
Director, Department of Human Resource Management	\$118,613	\$122,171	<del>\$122,171</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$125,836</i>
Director, Department of Juvenile Justice	\$131,394	\$135,336	<del>\$135,336</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$139,396</i>
Director, Department of Rail and Public Transportation	\$116,544	\$120,040	<del>\$120,040</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$123,641</i>
Executive Director, Motor Vehicle Dealer Board	\$94,533	\$97,369	<del>\$97,369</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$100,290</i>
Executive Director, Virginia Port Authority	\$117,952	\$121,491	<del>\$121,491</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$125,136</i>
State Comptroller	\$107,251	\$110,469	<del>\$110,469</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$113,783</i>
State Treasurer	\$115,188	\$118,644	<del>\$118,644</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$122,203</i>
MsoNormal			
MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>to</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>
<b>Level III Range</b>	<b>\$72,268 - \$114,258</b>	<b>\$74,436 - \$117,686</b>	<del><b>\$74,436 - \$117,686</b></del> <b>\$76,669 - \$121,217</b>

<b>Midpoint</b>	<b>\$93,263</b>	<b>\$96,061</b>	<b>\$96,061</b>
MsoNormal	MsoNormal	MsoNormal	<b>\$98,943</b>
MsoNormal			
Adjutant General	\$100,277	\$103,285	<del>\$103,285</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$106,384</del>
Chairman, Virginia Parole Board	\$107,566	\$110,793	<del>\$110,793</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$114,117</del>
Members, Virginia Parole Board	\$90,440	\$93,153	<del>\$93,153</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$95,948</del>
Member, Virginia Parole Board	\$93,262	\$96,060	<del>\$96,060</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$98,942</del>
Commissioner, Department of Labor and Industry	\$108,127	\$111,371	<del>\$111,371</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$114,712</del>
Commissioner, Department of Rehabilitative Services	\$112,475	\$115,849	<del>\$115,849</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$119,324</del>
Coordinator, Department of Emergency Management	\$89,582	\$92,269	<del>\$92,269</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$95,037</del>
Director, Department of Aviation	<del>\$97,138</del>	\$100,052	<del>\$100,052</del>
MsoNormal	<del>\$110,000</del>	<del>\$113,300</del>	<del>\$116,699</del>
Director, Department of Conservation and Recreation	\$110,057	\$113,359	<del>\$113,359</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$116,760</del>
Director, Department of Criminal Justice Services	\$106,851	\$110,057	<del>\$110,057</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$113,359</del>
Director, Department of Employment Dispute Resolution	\$91,514	\$94,259	<del>\$94,259</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$97,087</del>
Director, Department of Health Professions	\$104,602	\$107,740	<del>\$107,740</del>
MsoNormal	MsoNormal	MsoNormal	<del>\$110,972</del>
Director, Department of Historic Resources	\$90,441	\$93,154	<del>\$93,154</del>

MsoNormal	MsoNormal	MsoNormal	<i>\$95,949</i>
Director, Department of Housing and Community Development	\$101,813	\$104,867	<del>\$104,867</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$108,013</i>
Director, The Science Museum of Virginia	\$105,441	\$108,604	<del>\$108,604</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$111,862</i>
Director, Virginia Liaison Office	\$99,694	\$102,685	<del>\$102,685</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$105,766</i>
Director, Virginia Museum of Fine Arts	\$109,499	\$112,784	<del>\$112,784</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$116,168</i>
Director, Virginia Museum of Natural History	\$90,441	\$93,154	<del>\$93,154</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$95,949</i>
Executive Director, Jamestown-Yorktown Foundation	\$104,765	\$107,908	<del>\$107,908</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$111,145</i>
Executive Secretary, Virginia Racing Commission	\$88,132	\$90,776	<del>\$90,776</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$93,499</i>
Librarian of Virginia	\$114,258	\$117,686	<del>\$117,686</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$121,217</i>
State Forester, Department of Forestry	\$96,320	\$99,210	<del>\$99,210</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$102,186</i>
Superintendent, Department of Correctional Education	\$110,804	\$114,128	<del>\$114,128</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$117,552</i>
MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>to</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>
<b>Level IV Range</b>	<b>\$62,843 - \$99,365</b>	<b>\$64,728 - \$102,346</b>	<del><b>\$64,728 - \$102,346</b></del>
MsoNormal	MsoNormal	MsoNormal	<del><b>\$66,670 - \$105,416</b></del>
<b>Midpoint</b>	<b>\$81,104</b>	<b>\$83,537</b>	<del><b>\$83,537</b></del>
MsoNormal	MsoNormal	MsoNormal	<del><b>\$86,043</b></del>
Administrator, Commonwealth's	\$80,422	\$82,835	<del>\$82,835</del>

Attorneys' Services Council			
MsoNormal	MsoNormal	MsoNormal	\$85,320
Commissioner, Department for the Aging	\$96,360	\$99,251	\$99,251
MsoNormal	MsoNormal	MsoNormal	\$102,229
Commissioner, Virginia Department for the Blind and Vision Impaired	\$76,596	\$78,894	\$78,894
MsoNormal	MsoNormal	MsoNormal	\$81,261
Director, Office of Substance Abuse Prevention*	\$86,913	\$89,520	\$89,520
MsoNormal	MsoNormal	MsoNormal	\$92,206
<i>Director, Department of Minority Business Enterprise</i>	\$99,365	\$99,365	\$102,346
Director, Department of Professional and Occupational Regulation	\$91,423	\$94,166	\$94,166
MsoNormal	MsoNormal	MsoNormal	\$96,991
Director, Virginia-Israel Advisory Board	\$66,463	\$68,457	\$0
Executive Director, Board of Accountancy	\$76,688	\$78,989	\$78,989
MsoNormal	MsoNormal	MsoNormal	\$81,359
Executive Director, Frontier Culture Museum of Virginia	\$86,913	\$89,520	\$89,520
MsoNormal	MsoNormal	MsoNormal	\$92,206
Human Rights Director, Human Rights Council	\$80,982	\$83,411	\$83,411
MsoNormal	MsoNormal	MsoNormal	\$78,527
Secretary, State Board of Elections	\$74,131	\$76,355	\$76,355
MsoNormal	MsoNormal	MsoNormal	\$78,646
MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>to</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>
<b>Level V Range</b>	<b>\$54,645 - \$86,483</b>	<b>\$56,284 - \$89,077</b>	<b><del>\$56,284 - \$89,077</del></b>
MsoNormal	MsoNormal	MsoNormal	<b>\$57,973 - \$91,749</b>
<b>Midpoint</b>	<b>\$70,564</b>	<b>\$72,681</b>	<b><del>\$72,681</del></b>
MsoNormal	MsoNormal	MsoNormal	<b>\$74,861</b>
Director, Gunston Hall	\$70,565	\$72,682	<del>\$72,682</del>

MsoNormal	MsoNormal	MsoNormal	\$74,862
Director, Virginia Department for the Deaf and Hard-of-Hearing	\$68,431	\$70,484	\$70,484
MsoNormal	MsoNormal	MsoNormal	\$72,599
Executive Director, Department of Fire Programs	\$83,869	\$86,385	\$86,385
MsoNormal	MsoNormal	MsoNormal	\$88,977
Executive Director, Virginia Commission for the Arts	\$70,652	\$72,772	\$72,772
MsoNormal	MsoNormal	MsoNormal	\$74,955
Chairman of Board	MsoNormal	MsoNormal	MsoNormal
Chairman, Compensation Board	\$18,867	\$19,433	\$19,433
			\$20,016

7. Annual salaries of the directors of the independent agencies, as listed in this subdivision, shall be paid in the amounts shown. All salary changes shall be subject to subdivisions c 1, c 2, and c 3 above.

MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>To</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>
<b>Independent Range</b>	<b>\$83,107 - \$131,394</b>	<b>\$85,600 - \$135,336</b>	<b><del>\$85,600 - \$135,336</del></b>
MsoNormal	MsoNormal	MsoNormal	<b>\$88,168 - \$139,396</b>
<b>Midpoint</b>	<b>\$107,251</b>	<b>\$110,468</b>	<b>\$110,468</b>
MsoNormal	MsoNormal	MsoNormal	<b>\$113,782</b>
Director, State Lottery Department	\$124,919	\$128,667	\$128,667
MsoNormal	MsoNormal	MsoNormal	\$132,527
Executive Director, Virginia Office for Protection and Advocacy	\$97,138	\$100,052	\$100,052
MsoNormal	MsoNormal	MsoNormal	\$103,054
Director, Virginia Retirement System	\$127,729	\$131,561	\$131,561
MsoNormal	MsoNormal	MsoNormal	\$135,508
Executive Director, Virginia College Savings Plan	\$127,729	\$131,561	\$131,561
			\$135,508

d.1. Annual salaries of the presidents of the senior institutions of higher education, the President of Richard Bland College, the Chancellor of the University of Virginia's College at Wise, the Superintendent of the Virginia Military Institute, the Director of the State Council of Higher Education, the Director of the Southwest Virginia Higher Education Center and the Chancellor of Community Colleges, as listed in this paragraph, shall be paid in the amounts shown. The annual salaries of the presidents of the community colleges shall be fixed by the State Board for Community Colleges within a salary structure submitted to the Governor prior to June 1 each year for approval.

2.a) The board of visitors of each institution of higher education may annually supplement the salary of its president from private gifts, endowment funds, or income from endowments and gifts. Supplements paid from other than the cited sources prior to June 30, 1997, may continue to be paid. In approving a supplement, the board of visitors should be guided by criteria which provide a reasonable limit on the total additional income of a president. The criteria should include a consideration of additional income from outside sources including, but not being limited to, service on boards of directors or other such services. The board of visitors shall report approved supplements to the Department of Human Resource Management for retention in its records.

b) The State Board for Community Colleges may annually supplement the salary of the Chancellor from any available appropriations of the Virginia Community College System. In approving a supplement, the State Board for Community Colleges should be guided by criteria which provide a reasonable limit on the total additional income of the Chancellor. The criteria should include consideration of additional income from outside sources including, but not being limited to, service on boards of directors or other such services. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

MsoNormal	<b>July 1, 2004</b>	<b>November 25, 2004</b>	<b>November 25, 2005</b>
MsoNormal	<b>to</b>	<b>to</b>	<b>to</b>
MsoNormal	<b>November 24, 2004</b>	<b>November 24, 2005</b>	<b>June 30, 2006</b>

#### **STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA**

Director, State Council of Higher Education for Virginia	<del>\$148,062</del>	<del>\$152,504</del>	<del>\$152,504</del>
	<i>\$148,000</i>	<i>\$152,440</i>	<i>\$157,013</i>

#### **SOUTHWEST VIRGINIA HIGHER EDUCATION CENTER**

Director, Southwest Virginia Higher Education Center	MsoNormal	MsoNormal	MsoNormal
	\$105,000	\$108,150	<del>\$108,150</del> <i>\$111,395</i>

#### **VIRGINIA COMMUNITY COLLEGE SYSTEM**

Chancellor of Community Colleges	\$143,795	\$148,109	<del>\$148,109</del>
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\$152,552

**SENIOR COLLEGE PRESIDENTS' SALARIES**

Chancellor, University of Virginia's College at Wise	\$112,274	\$115,639	\$115,639
MsoNormal	\$114,192	\$117,618	\$121,147
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Christopher Newport University	\$112,466	\$115,840	\$115,840
MsoNormal			\$119,315
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, The College of William and Mary in Virginia	\$135,203	\$139,259	<del>\$139,259</del>
MsoNormal	MsoNormal	MsoNormal	\$143,437
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, George Mason University	\$127,514	\$131,339	<del>\$131,339</del>
MsoNormal	MsoNormal	MsoNormal	\$135,279
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, James Madison University	\$125,435	\$129,198	<del>\$129,198</del>
MsoNormal	MsoNormal	MsoNormal	\$133,074
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Longwood University	\$120,476	\$124,090	<del>\$124,090</del>
MsoNormal	MsoNormal	MsoNormal	\$127,813
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Norfolk State University	\$123,489	\$127,194	<del>\$127,194</del>
MsoNormal	MsoNormal	MsoNormal	\$131,010
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Old Dominion University	\$135,748	\$139,820	<del>\$139,820</del>
MsoNormal	MsoNormal	MsoNormal	\$144,015
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Radford University	\$123,487	\$127,192	<del>\$127,192</del>
MsoNormal	MsoNormal	MsoNormal	\$131,008

MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Richard Bland College	\$105,795	\$108,969	<del>\$108,969</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$112,238</i>
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, University of Mary Washington	\$119,462	\$123,046	<del>\$123,046</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$126,737</i>
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, University of Virginia	<del>\$150,069</del>	<del>\$154,571</del>	<i>\$154,571</i>
MsoNormal	<i>\$151,421</i>	<i>\$155,964</i>	<i>\$160,643</i>
MsoNormal			
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Virginia Commonwealth University	\$151,421	\$155,964	<del>\$155,964</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$160,643</i>
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Virginia Polytechnic Institute and State University	\$151,421	\$155,964	<del>\$155,964</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$160,643</i>
MsoNormal	MsoNormal	MsoNormal	MsoNormal
President, Virginia State University	\$123,487	\$127,192	<del>\$127,192</del>
MsoNormal	MsoNormal	MsoNormal	<i>\$131,008</i>
MsoNormal	MsoNormal	MsoNormal	MsoNormal
Superintendent, Virginia Military Institute	\$122,347	\$126,017	<del>\$126,017</del>
			<i>\$129,798</i>

e. Salaries for newly employed or promoted employees shall be established consistent with the compensation and classification plans established by the Governor.

f. The provisions of this section, requiring prior written approval of the Governor relative to compensation, shall apply also to any system of incentive award payments which may be adopted and implemented by the Governor. The cost of implementing any such system shall be paid from any funds appropriated to the affected agencies.

g. No lump sum appropriation for personal service shall be regarded as advisory or suggestive of individual salary rates or of salary schedules to be fixed under law by the Governor payable from the lump sum appropriation.

h. Subject to approval by the Governor of a plan for a statewide employee meritorious service awards program, as

provided for in § 2.2-1201.12, Code of Virginia, the costs for such awards shall be paid from any operating funds appropriated to the affected agencies.

i. The General Assembly hereby affirms and ratifies the Governor's existing authority and the established practice of this body to provide for pay differentials or to supplement base rates of pay for employees in specific job classifications in particular geographic and/or functional areas where, in the Governor's discretion, they are needed for the purpose of maintaining salaries which enable the Commonwealth to maintain a competitive position in the relevant labor market.

j.1. If at any time the Administrator of the Commonwealth's Attorneys' Services Council serves on the faculty of a state-supported institution of higher education, the faculty appointment must be approved by the Council. Such institution shall pay one-half of the salary listed in § 4-6.01 c 6 of this act. Further, such institution may provide compensation in addition to that listed in § 4-6.01 c 6; provided, however, that such additional compensation must be approved by the Council.

2. If the Administrator ceases to be a member of the faculty of a state-supported institution of higher education, the total salary listed in § 4-6.01 c 6 shall be paid from the Council's appropriation.

k.1. Except as otherwise provided for in this subdivision, any increases in the salary band assignment of any job role contained in the compensation and classification plans approved by the Governor shall be effective beginning with the first pay period, defined as the pay period from June 25 through July 9, of the fiscal year if: (1) the agency certifies to the Secretary of Finance that funds are available within the agency's appropriation to cover the cost of the increase for the remainder of the current biennium and presents a plan for covering the costs next biennium and the Secretary concurs, or (2) such funds are appropriated by the General Assembly. If at any time the Secretary of Administration shall certify that such change in the salary band assignment for a job role is of an emergency nature and the Secretary of Finance shall certify that funds are available to cover the cost of the increase for the remainder of the biennium within the agency's appropriation, such change in compensation may be effective on a date agreed upon by these two Secretaries. The Secretary of Administration shall provide a monthly report of all such emergency changes in accordance with § 4-8.00, Reporting Requirements.

2. Salary adjustments for any employee through a promotion, role change , exceptional recruitment and retention incentive options, or in-range adjustment shall occur only if: (1) the agency has sufficient funds within its appropriation to cover the cost of the salary adjustment for the remainder of the current biennium or (2) such funds are appropriated by the General Assembly.

3. No changes in salary band assignments affecting classified employees of more than one agency shall become effective unless the Secretary of Finance certifies that sufficient funds are available to provide such increase or plan to all affected employees supported from the general fund.

l. Full-time employees of the Commonwealth, including faculty members of state institutions of higher education, who are appointed to a state-level board, council, commission or similar collegial body shall not receive any such compensation for their services as members or chairmen except for reimbursement of reasonable and necessary expenses. The foregoing provision shall likewise apply to the Compensation Board, pursuant to § 15.2-1636.5, Code of Virginia.

m.1. Notwithstanding any other provision of law, the board of visitors or other governing body of any public institution of higher education is authorized to establish age and service eligibility criteria for faculty participating in voluntary early retirement incentive plans for their respective institutions pursuant to § 23-9.2:3.1 B and the cash payment offered under such compensation plans pursuant to § 23-9.2:3.1 D, Code of Virginia. Notwithstanding the limitations in § 23-9.2:3.1 D, the total cost in any fiscal year for any such compensation plan , shall be set forth by the governing body in the compensation plan for approval by the Governor and review for legal sufficiency by the Office of the Attorney General.

2. Notwithstanding any other provision of law, employees holding full-time, academic-year classified positions at public institutions of higher education shall be considered "state employees" as defined in § 51.1-124.3, Code of Virginia, and shall be considered for medical/hospitalization, retirement service credit, and other benefits on the same basis as those individuals appointed to full-time, 12-month classified positions.

n. Notwithstanding the Department of Human Resource Management Policies and Procedures, payment to employees with five or more years of continuous service who either terminate or retire from service shall be paid in one sum for twenty-five percent of their sick leave balance, provided, however, that the total amount paid for sick leave shall not exceed \$5,000 and the remaining seventy-five percent of their sick leave shall lapse. This provision shall not apply to employees who are covered by the Virginia Sickness and Disability Program as defined in § 51.1-1100, Code of Virginia. Such employees shall not be paid for their sick leave balances. However, they will be paid, if eligible as described above, for any disability leave credits they have at separation or retirement or may convert disability credits to service credit under the Virginia Retirement System pursuant to § 51.1-1103 (F), Code of Virginia.

o. It is the intent of the General Assembly that calculation of the faculty salary benchmark goal for the Virginia Community College System shall be done in a manner consistent with that used for four-year institutions, taking into consideration the number of faculty at each of the community colleges. In addition, calculation of the salary target shall reflect the eight percent salary differential required by this act in a manner consistent with other public four-year institutions.