2026 Special Session I

Budget Bill - HB30 (Chapter 1)

Item 4-6.01

§ 4-6.00 POSITIONS AND EMPLOYMENT

§ 4-6.01 EMPLOYEE COMPENSATION

a. The state 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 and shall be subject to the requirements of this item. 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 by the Governor and subject to confirmation by the General Assembly, pursuant to the provisions of §§ 2.2-200 and 2.2-400, Code of Virginia, shall be paid in the amounts shown. However, if an incumbent is reappointed, his or her salary may be as high as his or her prior salary.

	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
Chief of Staff	$238,379	$246,722
Secretary of Administration	$229,136	$237,156
Secretary of Agriculture and Forestry	$234,290	$242,490
Secretary of Commerce and Trade	$229,136	$237,156
Secretary of the Commonwealth	$234,291	$242,491
Secretary of Education	$229,136	$237,156

Secretary of Finance	$239,712	$248,102
Secretary of Health and Human Resources	$229,136	$237,156
Secretary of Labor	$229,136	$237,156
Secretary of Natural and Historic Resources	$229,136	$237,156
Secretary of Public Safety and Homeland Security	$236,883	$245,174
Secretary of Transportation	$229,136	$237,156
Secretary of Veterans and Defense Affairs	$234,290	$242,490

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 be based on relevant experience and shall be between the minimum and the midpoint of the established range. The starting salary shall not exceed the midpoint of the range, except by exception as approved by the Governor. In such cases, an appointee's starting salary may be set at a rate deemed appropriate, provided that the maximum of the range is not exceeded.

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.

d) For new appointees to positions listed in § 4-6.01c.6., the Governor is authorized to provide for fringe benefits in addition to those otherwise provided by law, including post retirement health care and other non-salaried benefits provided to similar positions in the public sector.

2.a)1) 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.

2) The governing boards of the independent agencies may increase or decrease the annual salary for incumbents of positions listed in subdivision c.7. below at a rate of up to 10 percent in any fiscal year between the minimum and 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 the Legislative Department 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.

3. 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. Notwithstanding § 4-6.01.c.2.b)1) of this Act, the Board of Commissioners of the Virginia Port Authority may supplement the salary of its Executive Director, with the prior approval of the Governor. The Board should be guided by criteria which provide a reasonable limit on the total additional income of the Executive Director. The criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable ports of other states. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

5.a) With the 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, Gunston Hall, the Frontier Culture Museum of Virginia, 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 and 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.

b) The Board of Trustees of the Jamestown-Yorktown Foundation may supplement, using nonstate funds, the salary of the Executive Director of the Foundation. In approving the supplement the Board should be guided by criteria which provides a reasonable limit on the total additional income and the criteria should include, without limitation, a consideration of the salaries paid to similar officials at comparable Foundations in other states. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

6. 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.

	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
Level I Range	**$229,201 - $343,802**	**$237,223 - $355,835**
Midpoint	**$286,501**	**$296,529**
Chief Information Officer, Virginia Information Technologies Agency	$270,135	$279,590
Commissioner, Department of Behavioral Health and Developmental Services	$313,064	$324,021
Commissioner, Department of Motor Vehicles	$229,599	$237,635
Commissioner, Department of Social Services	$240,928	$249,360
Commonwealth Transportation Commissioner	$283,303	$293,219
Director, Department of Corrections	$242,501	$250,988

Director, Department of Environmental Quality	$266,204	$275,521
Director, Department of Medical Assistance Services	$313,064	$324,021
Director, Department of Planning and Budget	$235,199	$243,431
State Health Commissioner	$279,999	$289,799
State Tax Commissioner	$229,201	$237,223
Superintendent of Public Instruction	$279,999	$289,799
Superintendent of State Police	$251,598	$260,404
	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
Level II Range	**$179,199 - $268,799**	**$185,471 - $278,207**
Midpoint	**$223,999**	**$231,839**
Commissioner, Department for Aging and Rehabilitative Services	$212,355	$219,787
Commissioner, Department of Agriculture and Consumer Services	$229,201	$237,223
Commissioner, Department of Veterans Services	$198,743	$205,699
Commissioner, Department of Workforce Development and Advancement	$202,550	$209,639
Commissioner, Marine Resources Commission	$179,199	$185,471
Commissioner, Virginia Employment Commission	$212,798	$220,246
Director, Department of Energy	$194,038	$200,829
Director, Department of Forensic Science	$228,252	$236,241
Director, Department of General Services	$229,201	$237,223
Director, Department of Human Resource Management	$206,078	$213,291
Director, Department of Juvenile Justice	$212,798	$220,246
Director, Department of Rail and Public Transportation	$229,201	$237,223
Director, Department of Small Business and Supplier Diversity	$205,799	$213,002
Executive Director, Department of Wildlife Resources	$187,239	$193,792
Executive Director, Virginia Port Authority	$192,477	$199,214
State Comptroller	$229,201	$237,223
State Inspector General	$183,342	$189,759
State Treasurer	$205,798	$213,001
	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
Level III Range	**$155,250 - $232,875**	**$160,684 - $241,026**
Midpoint	**$194,063**	**$200,855**
Adjutant General	$218,398	$226,042

Chairman, Virginia Parole Board	$213,917	$221,404
Commissioner, Department of Elections	$156,406	$161,880
Commissioner, Department of Labor and Industry	$191,393	$198,092
Coordinator, Department of Emergency Management	$202,653	$209,746
Director, Department of Aviation	$199,827	$206,821
Director, Department of Conservation and Recreation	$210,243	$217,601
Director, Department of Criminal Justice Services	$218,398	$226,042
Director, Department of Health Professions	$184,110	$190,554
Director, Department of Historic Resources	$172,342	$178,374
Director, Department of Housing and Community Development	$206,600	$213,832
Director, Department of Professional and Occupational Regulation	$179,096	$185,365
Director, The Science Museum of Virginia	$189,066	$195,683
Director, Virginia Museum of Fine Arts	$200,513	$207,531
Director, Virginia Museum of Natural History	$161,390	$167,039
Executive Director, Board of Accountancy	$193,168	$199,929
Executive Director, Jamestown-Yorktown Foundation	$180,610	$186,931
Executive Director, Office of Children's Services	$159,189	$164,761
Executive Secretary, Virginia Racing Commission	$164,812	$170,580
Librarian of Virginia	$207,686	$214,955
State Forester, Department of Forestry	$192,205	$198,932
Superintendent, Virginia School for the Deaf and the Blind	$191,475	$198,177
	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
Level IV Range	**$123,328 - $184,993**	**$127,644 - $191,468**
Midpoint	**$154,160**	**$159,556**
Administrator, Commonwealth's Attorneys' Services Council	$146,787	$151,925
Commissioner, Virginia Department for the Blind and Vision Impaired	$160,523	$166,141
Director, Gunston Hall	$191,475	$198,177
Director, Virginia Board for People with Disabilities	$136,136	$140,901
Director, Virginia Department for the Deaf and Hard-of-Hearing	$134,278	$138,978
Executive Director, Department of Fire Programs	$147,706	$152,876
Executive Director, Frontier Culture Museum of Virginia	$137,216	$142,019
Executive Director, Motor Vehicle Dealer Board	$159,908	$165,504
Executive Director, Veteran's Services Foundation	$142,744	$147,740
Executive Director, Virginia Commission for the Arts	$136,455	$141,231

Vice Chairman, Virginia Parole Board	$156,799	$162,287
Member, Virginia Parole Board	$154,305	$159,706

7. Annual salaries of the current 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.

	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
Independent Range	**$162,070 - $312,939**	**$167,742 - $323,892**
Midpoint	**$237,505**	**$245,818**
Chief Executive Officer, Commonwealth Savers Plan	$207,378	$214,636
Chief Executive Officer, Virginia Alcoholic Beverage Control Authority	$312,939	$323,892
Chief Executive Officer, Virginia Cannabis Control Authority	$194,038	$200,829
Director, Virginia Retirement System	$247,615	$256,282
Executive Director, Virginia Lottery	$239,861	$248,256
Executive Director, Virginia Opioid Abatement Authority	$258,719	$267,774

8. Notwithstanding any provision of this Act, the Board of Trustees of the Virginia Retirement System may supplement the salary of its Director. The Board should be guided by criteria, which provide a reasonable limit on the total additional income of the Director. The criteria should include, without limitation, a consideration of the salaries paid to similar officials in comparable public pension plans. The Board shall report such criteria and potential supplement level to the Chairmen of the Senate Finance and Appropriations and House Appropriations Committees at least 60 days prior to the effectuation of the compensation action. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

9. Notwithstanding any provision of this Act, the Board of the Commonwealth Savers Plan may supplement the compensation of its Chief Executive Officer. The Board should be guided by criteria which provide a reasonable limit on the total additional income of the Chief Executive Officer. The criteria should include, without limitation, a consideration of compensation paid to similar officials in comparable qualified tuition programs, independent public agencies or other entities with similar responsibilities and size. The Board shall report such criteria and potential supplement level to the Chairmen of the Senate Finance and Appropriations and House Appropriations Committees at least 60 days prior to the effectuation of the compensation action. The Board shall report approved supplements to the Department of Human Resource Management for retention in its records.

10. Notwithstanding any provision of this act, the Board of the Virginia Alcoholic Beverage Control Authority may supplement the salary of its Chief Executive Officer in accordance with § 4.1-101.02. The Board should be guided by criteria, which provide a reasonable limit on the total additional income of the Chief Executive Officer. The criteria should include, without limitation, a consideration of the salaries paid to similar officials in comparable independent agencies. The Board shall report such criteria and potential supplement level to the Chairs of the House Appropriations and Senate Finance and Appropriations Committees at least 60 days prior to the effectuation of the compensation action. The Board shall report approved supplements to the Department of Human Resource Management for retention in its record.

d.1. State-funded 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 Executive Director of the State Council of Higher Education, the Director of the Southern Virginia Higher Education Center, the Director of the Southwest Virginia Higher Education Center, the Executive Director of the New College Institute, and the Chancellor of Community Colleges, as listed in this paragraph, shall not exceed 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 or the boards of directors for Southern Virginia Higher Education Center, Southwest Virginia Higher Education Center, and the New College Institute may annually supplement the salary of a president or director from private gifts, endowment funds, foundation 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 or board of directors should be guided by criteria which provide a reasonable limit on the total additional income of a president or director. 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 or board of directors 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.

c) Norfolk State University is authorized to supplement the salary of its president from educational and general funds up to $17,000.

d) Should a vacancy occur for the Executive Director of the State Council of Higher Education on or after the date of enactment of this act, the salary for the new executive director shall be established by the State Council of Higher Education based on the salary range for Level I agency heads. Furthermore, the state council may provide a bonus of up to five percent of the annual salary for the new executive director.

	July 25 ,2026 - June 9, 2027	**June l0, 2027 - June 30, 2028**
WESTERN PIEDMONT HIGHER EDUCATION CENTER		
Executive Director, West Piedmont Higher Education Center	$192,316	$199,047
STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA		
Executive Director, State Council of Higher Education for Virginia	$302,758	$313,355
SOUTHERN VIRGINIA HIGHER EDUCATION CENTER		
Director, Southern Virginia Higher Education Center	$192,316	$199,047
SOUTHWEST VIRGINIA HIGHER EDUCATION CENTER		
Director, Southwest Virginia Higher Education Center	$192,316	$199,047

VIRGINIA COMMUNITY COLLEGE SYSTEM		
Chancellor of Community Colleges	$246,518	$255,146
SENIOR COLLEGE PRESIDENTS' SALARIES		
Chancellor, University of Virginia's College at Wise	$160,187	$165,794
President, Christopher Newport University	$194,256	$201,055
President, The College of William and Mary in Virginia	$224,486	$232,343
President, George Mason University	$209,664	$217,002
President, James Madison University	$229,736	$237,777
President, Longwood University	$209,580	$216,915
President, Norfolk State University	$244,411	$252,965
President, Old Dominion University	$231,442	$239,542
President, Radford University	$216,959	$224,553
President, Richard Bland College	$184,925	$191,397
President, University of Mary Washington	$201,699	$208,758
President, University of Virginia	$249,692	$258,431
President, Virginia Commonwealth University	$241,660	$250,118
President, Virginia Polytechnic Institute and State University	$264,127	$273,371
President, Virginia State University	$203,638	$210,765
Superintendent, Virginia Military Institute	$206,203	$213,420

e. 1. Salaries for newly employed or promoted employees shall be established consistent with the compensation and classification plans established by the Governor.

2. The State Comptroller is hereby authorized to require payment of wages or salaries to state employees by direct deposit or by credit to a prepaid debit card or card account from which the employee is able to withdraw or transfer funds.

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, 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.a. 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.

b. Notwithstanding any other provision of law, state employees will be paid on the first workday of July for the work period June 10 to June 24 in any calendar year in which July 1 falls on a weekend.

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: a) the agency has sufficient funds within its appropriation to cover the cost of the salary adjustment for the remainder of the current biennium or b) 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 § 23.1-1302 B and the cash payment offered under such compensation plans pursuant to § 23.1-1302 D, Code of Virginia. Notwithstanding the limitations in § 23.1-1302 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 an eight percent salary differential in a manner consistent with other public four-year institutions and for faculty at Northern Virginia Community College.

p. Any public institution of higher education that has met the eligibility criteria set out in Chapters 933 and 945 of the 2005 Acts of Assembly may supplement annual salaries for classified employees from private gifts, endowment funds, or income from endowments and gifts, subject to policies approved by the board of visitors. The Commonwealth shall have no general fund obligations for the continuation of such salary supplements.

q.1. The Governor, or any other appropriate Board or Public Body, is authorized to adjust the salaries of employees specified in this item, and other items in the Act, to reflect the compensation adjustments authorized in this Act.

2. If an employee whose salary is specified in this item is not eligible to receive the compensation adjustments authorized elsewhere in this Act, then the employee's salary shall remain at its existing amount.

r. Any public institution of higher education shall not provide general fund monies above $100,000 for any individual athletic coaching salaries after July 1, 2013. Athletic coaching salaries with general fund monies above this amount shall be phased-down over a five-year period at 20 percent per year until reaching the cap of $100,000.