



Report of the Special
Subcommittee on
Job Class Regrades

(Senate Bill 800, As Introduced)

Senate Finance Committee
Virginia General Assembly

February 7, 1999

Mr. Chairman:

The Special Subcommittee on Job Class Regrades has met several times during the session to consider proposals to provide special salary increases for selected groups of state and state-supported local employees.

Let us say at the outset that the proposals contained in SB 800, as introduced, represent a major step forward in the compensation of state employees. This allowed us to approach our work from the point of fine-tuning rather than building from the ground up.

Today, we are recommending to you a package totaling almost \$31 million for eleven groups. Among these increases are: \$15.0 million to implement a career progression plan for corrections officers employed by the Departments of Corrections and Juvenile Justice, \$13.0 million for a career progression plan for local sheriffs' deputies, and \$2.2 million to provide competitive salary increases for teachers employed by the Department of Correctional Education. Another \$0.8 million is recommended for a series of smaller -- but no less important -- actions.

Fairness and consistency of treatment has been the key to our approach in arriving at our recommendations.

Fine-tuning is also the key to describing our recommendations regarding pilot programs. We reconfirm our commitment to test new approaches to the compensation of state employees through pilot programs. However, we feel that this authority should be limited if we are not to create special, privileged groups within the state's workforce. We are also concerned that an overly aggressive approach to expansive pilot programs will undermine the reform efforts of the Commission on Reform of the Classified Compensation Plan -- a joint effort of the Legislative and Executive Branches of government.

We are pleased to recommend to you a package that fully addresses the compensation issues before us. We hope it will be your pleasure to adopt them.

Respectfully Submitted,

The Honorable Richard J. Holland, Chairman

The Honorable Benjamin J. Lambert III,

The Honorable Walter A. Stosch

The Honorable William C. Wampler, Jr.

The Honorable Charles R. Hawkins

**SUBCOMMITTEE
SPREADSHEET
(SB 800)**

1999 Session Subcommittee Recommendations

| Job Class Increase | 1999-2000 GF |
|--|-------------------------|
| Sheriffs' Deputies Career Progression Plan | 12,513,888 |
| Sheriffs' Dispatchers Regrade | 495,135 |
| Sheriffs' Medical Staff Technical Correction | 40,457 |
| DOC: Corrections Officers' Career Progression Plan | 13,213,407 |
| DJJ: Corrections Officers' Career Progression Plan | 1,812,468 |
| Marine Patrol Officers' Career Progression Plan | 129,580 |
| DCE Correctional Education Teachers' Competitive Increases | 2,246,026 |
| Capitol Police Career Progression Plan | 149,921 |
| Game Wardens' Career Progression Plan | NGF |
| Attorney General's Competitive Compensation | 168,446 |
| Food Inspectors Regrade | 160,589 |
| Limitations on Pilot Programs | Language |
| TOTAL: Job Class Regrades | 30,929,917 |