

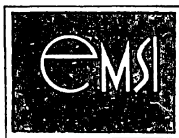
**EVALUATION FOR THE COMMONWEALTH OF  
VIRGINIA  
SALARIES AND FRINGE BENEFITS  
CLASSIFICATION PLAN MAINTENANCE**



**House Document No. 11**

COMMONWEALTH OF VIRGINIA  
Department of Purchases and Supply  
Richmond  
1973





EXECUTIVE MANAGEMENT SERVICE, INC.

November 10, 1972

The Honorable John Warren Cooke  
Chairman  
Commission to Assist the Implementation of the  
Report of the Governor's Management Study  
State Capitol  
Richmond, Virginia 23200

Dear Mr. Chairman:

We are pleased to submit our report to the Commission on salaries and fringe benefits and on the extent to which the classification plan is kept up-to-date.

The scope, methodology, and results of our evaluation are described in the report, its Appendix, and the Attachment.

We could not have completed the assignment within the established time limits without the complete cooperation of everyone we have contacted. We especially want to express our thanks to Dr. Richard Powers, Implementation Coordinator, and the staff of the Data Processing Division, and to Mr. John W. Garber, Personnel Director, and the classification staff of the Personnel Division.

Sincerely yours,

A handwritten signature in dark ink, appearing to read 'Merrill J. Collett', is written over a light-colored background.

Merrill J. Collett  
President

Enclosures



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AN EVALUATION OF SALARIES,  
FRINGE BENEFITS, AND POSITION CLASSIFICATION MAINTENANCE  
IN THE COMMONWEALTH GOVERNMENT

*Background*

In its general report to The Honorable Linwood Holton, Governor of Virginia, of November, 1970, the Governor's Management Study recommended a comprehensive review of job classification and salary administration.

Because of the obvious present importance of salary and fringe benefit considerations, and the very heavy cost and length of time (a minimum of one year and of \$200,000 to \$250,000 for a classification survey, and a time and cost of twice to three times that for a point system study) of such an approach, the Governor's Management Study Implementation Commission determined to evaluate at this time:

- (a) salaries and fringe benefit programs of other employers in the competitive labor market with the Commonwealth Government vis-a-vis comparable duties and responsibilities of positions in the Commonwealth Government, and
- (b) the extent to which the classification plan is kept up-to-date.

Following this decision the Commonwealth retained Executive

- Determine, in conjunction with the Governor's Management Study Implementation Coordinator, the bench mark classes for which comparability is established to be used in the gathering of pay and fringe benefit data from private industry and public jurisdictions.
- Determine, in conjunction with the Implementation Coordinator, the private industries and municipalities in the Commonwealth from whom pay and fringe benefit data will be collected.
- Obtain, by personal visit of EMSI staff members, pay and fringe benefit data from private industries and within the Commonwealth, and from Federal installations in Northern Virginia, Norfolk, and Richmond.
- Collect pay and fringe benefit data from states which present a valid sample for salary purposes, considering a combination of factors such as cultural similarities, natural inter-state comparisons, regional characteristics, and an economic mix similar to that of the Commonwealth.
- Tabulate, with the assistance of the Data Processing Division, and analyze data collected.
- Prepare recommendations, based upon existing assignments of classes to pay grades, for pay grade changes for classified positions in the service of the Commonwealth.
- Discuss the proposed pay and fringe benefit changes with the Implementation Coordinator.
- Prepare and submit budget effects that would result from the adoption of the revised pay grades of positions and recommended fringe benefits.
- Review the methodology used by the Personnel Division to classify

positions and to maintain the position classification plan of the Commonwealth in order to evaluate the extent to which the classification plan and allocations of individual positions to the plan are kept up-to-date.

Prepare and submit a report presenting recommendations for changes in pay grades for positions in the Commonwealth's service, changes in fringe benefits and professional conclusions concerning the maintenance of the classification system.

Subsequently EMSI also agreed to ascertain:

Whether there existed any substantial regional differences within the Commonwealth which would justify the establishment of regional or area pay differentials for different parts of the Commonwealth.

### *Basic Salary Considerations*

Certain factors are essential to any determination of the adequacy and equity of salaries paid employees and officials of the Commonwealth of Virginia. These include:

#### *External Relationships*

The Commonwealth of Virginia competes for employees with private industry, with its own subdivisions, with other states, and with the Federal service itself. The effect of such competition varies with time, with the availability of qualified potential employees in any given area, and, most importantly, with the types of occupations involved. For example, private industry has few counterpart jobs to the positions of State Police Trooper or State Police Sergeant. In such positions, the comparable salaries paid in neighboring states or in local jurisdictions of the Commonwealth better serve as a guide to what the Commonwealth salaries should be. On the other hand, the salaries paid to persons in office positions or in the mechanics' trades in other states has little effect either on salaries for comparable jobs in Virginia or on recruitment by the Commonwealth Government. In addition to the importance of disclosing the value of critical employments in the open market, salary data on these bench mark classes provide a factual guide on which to base decisions regarding the Commonwealth as an employer vis-a-vis other employers.

#### *Internal Relationships*

The basic inter-relationship of a class of positions to other similar classes, and between one occupational group and another, is critical in establishing a salary plan initially and in making later adjustments to that plan. A salary survey upon which adjustments are based must of necessity cover a relatively few of all classes in the service. "Of necessity" because of the requirement that accurate job matches must be found on the survey, that responding organizations will regard as an imposition, and rightfully so, an inundating and unreasonable number of classes — many or most of which they do not have, the complete dependence of the survey on voluntary cooperation, and the practical factors of time and cost.

The sample classes which are selected must then be "key", bench mark in nature, to evaluations of inter-relationships — both internally as to classification factors of responsibility and complexity and externally as to comparisons with other employments.

Extrapolating external data obtained for the sample bench mark classes to all other classes of positions in the service without considering the inter-relationship of those classes would be inequitable to the incumbent employees involved, technically unsound, and productive of irreparable harm



to the classification program of the Division of Personnel. In situations where a salary study is made a part of a comprehensive classification survey, the relations defined comprehensively in that survey serve as a guide to the application of bench mark salary data to the other classes of the position classification plan. In this instance, existing class-to-class relationships were reviewed in conjunction with job analysts of the Division.

### *Flexibility*

The provisional judgments of the analyst considering data on a bench mark class with respect to a primary competitive area must be examined in light of its effect on internal relationships. If the effect of the application of such data would be to impose a strain on those internal relationships, both factors must be re-examined. Even the most sophisticated statistical handling of data obtained will not invest it with absolute accuracy. The various statistical measures calculated in the study must be considered as indicators — good indicators, to be sure, but no more than that. Frequently, the calculated effect of the obtained data indicates that it should probably be between two values, i.e., that either a change of one or a change of two steps could be justified. In such instances that measure of difference or proposed change is used which results in little or no distortion of internal relationships. Conversely, convincing statistical data may suggest the advisability of reconsidering the relationships which exist. Occasionally such examination may indicate that preconceived ideas concerning internal relationships are in error, and new relationships be established.

A basic requirement is to weigh the requirements of internal consistency against the disclosed requirements of the labor market.

### *Limits on Pay Adjustments*

Competition for the labor supply in any particular market should be reasonable, and should reflect the policy of the Commonwealth to be a good but not extravagant employer. Setting rates at the lowest levels found in the market place will not attract the best candidates; it undoubtedly will lead to the loss of most promising employees to other employers. At the same time, setting salary levels too high, while it may attract well qualified employees, results in inordinately high payroll expenses and imposes an unnecessary burden on the taxpayer. The factor of reasonableness must never be ignored. We have assumed that the Commonwealth will wish to follow a policy of paying neither more nor less than is paid by other employers for similar work involving similar responsibilities.

## *THE SALARY SURVEY*

Of first importance was the determination of the sample universe. In order, data, collection and data treatment methods will then be discussed.

### *The Sample Universe*

The sample universe consisted of 71 private industries conducting business within the Commonwealth and 22 of its city and county jurisdictions. In selecting the private firms, the Implementation Coordinator attempted to secure not only good geographical coverage but also representativeness in terms of size and type of industry; the cities and counties selected ranged from the largest to smallest, in terms of number of employees, and represented all areas of the Commonwealth.

In addition, it was decided to request 10 neighboring states to participate in the survey, and arrangements were made to secure pertinent data from 14 Federal agencies in Virginia, in the Richmond, Tidewater, and Metropolitan Washington areas.

Other data, such as that prepared by the U. S. Department of Labor and the Civil Service Commission, were also solicited and considered; but the 117 sources mentioned above were relied on to furnish the basic reference data.

Of the 71 private industries invited to participate, 63 cooperated fully; the other eight were unable or unwilling to furnish the desired information. Eight of the 10 states solicited submitted the requested information, as did 21 of the twenty-two Virginia cities and counties.

The list of all agencies and companies participating in the survey appears in Exhibit A in the Appendix.

### *Collection of Data*

To ensure response from a sufficient number of the organizations solicited as comprising the competitive area and providing an adequate base for comparison, and, equally importantly, accurate job matches with Commonwealth employments from the responding organizations, EMSI utilized personal interviews and carefully prepared descriptions of those classes of positions in the Commonwealth Government considered bench mark for comparison purposes.

- a. **The Questionnaire:** The questionnaire consisted of two sections dealing with general questions concerning the participating organization's salary and fringe benefit policies and practices and a section requesting specific salary information on bench mark classes. A sample copy of the questionnaire appears as Exhibit B in the Appendix. It should be noted that only two of the pages of the section requesting specific salary data are included. To include all of the forty-four pages which were used in varying combinations would have made the exhibit unnecessarily long.

Bench mark classes selected for a pay study should permit easy extrapolation of the information secured to other closely related positions, and through consideration of relationships between various occupational groups ultimately to all classes of positions in the service. Theoretically, it would be ideal to select one bench mark from each series of classes in the jurisdiction's classification plan. However, the number of class series in most jurisdictions makes this impracticable. In the case of the Commonwealth with about 800 to 900 occupational class series it would be manifestly impossible to secure statistically valid data for this number of bench mark classes. However, in view of the large number of classes in the Commonwealth plan, it was decided to attempt to secure data on about 100 bench mark classes to assure not only an adequate coverage of kind and number of Commonwealth Government employments for comparison purposes but confidence in the survey results.

A list of the bench mark classes appears in the third column of Table 4 in the Appendix.

- b. **Field Procedure:** Detailed instructions regarding the questionnaire were prepared for the six Senior Associate job evaluators EMSI assigned, and they received a full day's training.

To facilitate the introduction of EMSI staff for their interviews, Dr. Powers, the Implementation Coordinator, wrote on behalf of the Management Implementation Commission to all participants, explaining the need of the Commonwealth for the information and urging them to cooperate fully with EMSI representatives. Following this, EMSI made advance appointments for interviews with key officials in each participating company or agency in order to secure

data on bench mark classes for which matches were sought in the survey.

Because of the length of the questionnaires, copies of it were mailed in advance of the interviews to allow participants to pre-assemble pertinent information before the scheduled meetings.

This collection of field data through the interview process required approximately 6 man-months to complete.

A somewhat different procedure from that of interviews in private organizations, cities and counties, and Federal agencies within Virginia was followed with respect to the other states solicited. In that instance, not only because states pose a time and travel problem but because they are used to the matching of their descriptions of bench mark classes from written descriptions, the approach involved a mailed questionnaire and letter signed by the Implementation Coordinator.

### *Treatment of Data*

The raw data obtained in the survey was reviewed by the EMSI project manager and questionable data was referred back to the field evaluators for re-checking or verification. Some re-checks were made by further field visits — most were resolved through telephone calls.

To provide comparability of specific salary data (bench mark data) received, the recorded replies which were listed as hourly, weekly, monthly or annually and referred to work weeks of varying duration, were adjusted to annual salaries in terms of a 40-hour work week, which is standard in the Commonwealth's service.

In tabulating bench mark data obtained within the Commonwealth, tabulations were made both for the total state sample (Table 7 in the Appendix), and by geographic regions within the Commonwealth (Table 5). In the case of the first tabulations, the minima and maxima were recorded and the mean entry rates and mean maximum rates calculated. In the tabulations by regional areas only the minima and maxima were reported since the size of most samples obtained within any one geographic region could not justify the statistically valid calculation of mean rates. Preceding the calculation of the mean entry and mean maxima rates, the tabulations were subjected to a final review by the EMSI project manager which led to elimination of some extreme reported cases, both low and high.

A final review of the data led to a determination that in four bench mark classes the data was insufficient to justify any valid conclusions. These classes were eliminated from further consideration, but are shown as deleted classes on Table 4.

## *GENERAL SURVEY FINDINGS*

The general findings of the survey are summarized in Tables 2, 3, and 4 in the Appendix. However, high-lights will be presented here, under separate headings for salary policies and practices, fringe benefit policies and practices, a summarization of reported bench mark data, and an analysis of regional differences.

### *Salary Policies and Practices*

Pay policies and practices were analyzed by geographic region and for union impact and impact of organizational size. Significant aspects of this analysis are shown in Table 2.

a. Step Increases:

Most private companies (48% for salaried; 49% for hourly) had no formal step increase plan. Those which did commonly used 5 steps for salaried and 3 to 5 steps for hourly. The spread from minimum to maximum pay was 40 per cent for salaried employees in formal plans. Typically, hourly pay was at a flat (single) rate for each class with a learner rate and a senior rate making up 3 steps. For those companies with formal step plans of more than 3 steps, the spread from minimum to maximum pay averaged 21 per cent. Most companies used both merit and seniority, expressed as waiting time, in granting increases. Only 14 of the 63 companies used seniority alone, and with one exception, used it only for hourly employees. Waiting time was commonly 1 year for salaried employees; for hourly employees it was from 1 to 3 months for the first step and 6 months to the senior rate.

With few exceptions, cities, counties, and states treated salaried and hourly personnel alike — as salaried employees. Nearly all used formal plans and pay steps, commonly 6. Spread from base pay to top pay averaged 29 per cent. All but one used both waiting time and merit in granting increases. Annual review for increases predominated.

The Federal plan for salaried employees uses ten steps with a sliding waiting time scale for step increases as follows: 1 year in step through step 4, 2 years in step for steps 5 through 7, and 3 years in step for steps 8 through 10. Increases tend to be automatic. Hourly employees are paid on a three step plan (learner, base rate, and senior), with progression from learner to base pay in six months, then to senior in another 12 months.

Virginia uses a formal plan for salaried employees with an average of 8 steps and a 35 per cent spread from minimum to maximum pay. Both waiting time and merit are used in granting increases. The first increase review is after a 6 month waiting period, with annual reviews thereafter. Hourly employees are paid at a single rate that is reviewed annually.

b. Use of Tests:

Half (31%) of the *private companies* and nearly all *cities, counties, and states* used tests for entry into some classes. This was commonly limited to typing and stenography in the private companies, and to those plus police and fire classes in the reporting cities and counties. Use of tests for promotion was rare in private companies, but it occurred in half of the cities and counties for fire or police classes, or both.

The Federal classified service uses assembled written and performance examinations for some classes, competitive review of education and experience for others, and by non-competitive review for minimum qualifications where it is determined that too few qualified people are available to provide competition. Performance tests are given for typing and stenography. A general clerical ability test is given for clerical entrance classes. A junior college equivalency test (Junior Federal Assistant) and a 4 year college equivalency test (Federal Service Entrance Examination) are given for entrance into certain technical and professional, including promotion to these classes from non-professional classes. In promotions to these classes the Federal Service Entrance Examination score is one of several factors considered, and is not the sole determinant of eligibility.

Written competitive examinations are also given for entrance into summer employment, into apprenticeship programs, into air traffic controller and border patrol inspector positions and for a scattering of smaller classes.

The *Commonwealth of Virginia* tests all applicants for positions covered by the Joint Merit System Rules. Many applicants for non-Merit System positions are also tested by the State Division of Personnel and by agency personnel officers. The Commonwealth uses testing for promotion as well as for entrance.

c. Recent General Increases:

A little more than half (35) of the 63 *private companies* have given general increases to salaried employees. These averaged 14% since January, 1970. Four-fifths (53) gave increases averaging 14.4% to hourly employees. Some union impact may be reflected here since over half (36) of the private companies negotiated hourly wages with union, but only three out of 63 negotiated salaries. Negotiation does not appear to have affected the average amount of the increases granted. Size of company may also have made some differences. Eighty per cent (80%) of companies of over 4,000 employees granted increases averaging a little more than the over-all average. Half of the companies of from 200 to 1,000 employees granted increases, and these averaged below the over-all average of all companies covered.

Twenty-five of the 30 reporting cities, counties, and states granted general increases since January, 1970. These averaged 12% for cities and counties and 10.3% for states.

Since January 1, 1970 the Federal service granted increases to salaried personnel totaling 17.5%. Increases to Federal hourly personnel are granted on a locality basis for six localities totally within or encompassing parts of Virginia. Increases in these localities ranged from 17% to 26%. These are discussed in a succeeding general review of geographic differences.

The Commonwealth of Virginia granted a 10 per cent general pay increase to all employees on July 1, 1970. On July 1, 1972 it upgraded salaries of approximately 15,000 employees by one step, approximately 5%, and increased the *maximum* rate of pay for all other employees by a like percentage. This is reflected in Table 2 as a 15 per cent change since 1970, an approximate figure. This increase is generally in line with the average increases among private firms and other governmental jurisdictions for the same period.

d. Longevity Pay:

This is pay over and above regular step increases for length of service with the organization.

Only 3 of the 63 private companies gave longevity pay.

Thirteen of the 29 cities, counties, and states paid it. Payment in a lump sum at the beginning of December was reported in one instance, with the purpose stated as "giving the payment more impact than it would have as a smaller increase spread throughout the year."

The Federal government recently moved away from longevity pay, increasing its regular pay increase steps from 7 to 10 and requiring 3 years of service to be eligible for each of these added steps.

The Commonwealth of Virginia does not give longevity pay.

e. Shift Differentials:

Thirty-five of the private companies paid differentials to salaried employees for night shift work, averaging six per cent (6%) of base pay for the evening shift and eight per cent (8%) for the midnight shift. Forty-nine paid night shift differentials to hourly employees, the average differential for the evening shift being 6% and for midnight shift 7%. A majority of firms paid the same differential for both shifts.

Cities and counties seldom paid night differentials. If they did, it was primarily to hourly employees, with no distinction between shifts.

The Federal government pays a shift differential only to hourly employees, in terms of about 4% for the evening shift and 5% for the midnight shift.

The Commonwealth of Virginia pays evening and night shift differentials for practical and registered nurses and operating room technicians. These differentials are \$2.50 per 8-hour tour for registered nurses, and \$2.00 per hour 8-hour tour for the other classes. These hourly amounts have been converted in Table 2, for uniformity with other data, to approximately 7 per cent of base hourly pay.

*Fringe Benefit Practices*

A tabulation of reported fringe benefit practices is shown in Table 3 of the Appendix. Significant aspects of that study are presented below.

a. Vacation Practices:

Fifty-four of the 63 private companies granted salaried employees 2 weeks of vacation initially, increasing this to 3 weeks in from 5 to 8 years of service. Half (32) of the private firms granted hourly employees 1 week initially, increasing this to 2 weeks after 2 years and to 3 weeks after an average of 9 years. From this point on, treatment of salaried and hourly employees tended to be the same. Approximately three-fourths of all private companies granted 4 weeks of vacation after an average of 17 years, and one-fourth granted 5 weeks after an average of 25 years. Companies in the Southern Virginia region were only slightly lower on vacation time granted than the average of all companies, the only regional difference noted.

In city and county governments the average rate of progression from 2 weeks to 3 was a little faster than the average for private firms and state governments. Four out of 21 granted a maximum of 5 weeks of vacation.

State governments granted a maximum of 4 weeks vacation. Their rate of progression was comparable to the cities and counties.

The Federal government grants vacation leave at the rate of 13 days per year for the first 3 years, 4 weeks per year for the 4th through the 14th year, and 26 days per year after 15 years of service.

The Commonwealth of Virginia grants 12 days a year for the first 5 years, 3 weeks a year for the next 5 years, and 18 days a year thereafter.

Private companies paid time and one-half for overtime to both hourly employees and lower level salaried employees, but not to

higher level salaried employees. In some instances, executive and professional level employees were given an extra week of vacation to compensate for this. Overtime was paid for time in excess of both an 8-hour day and of a 40-hour week. Double time, other than for Sundays and holidays, was paid by only 12 of the 63 private companies. It was paid most often for the seventh consecutive day of work or for work beyond 12 consecutive hours.

Most cities and counties gave time off, hour for hour, to salaried employees and paid time and one-half for overtime to hourly employees. Only one instance of double time was reported, and that for the seventh consecutive day.

States characteristically paid hourly employees time and one-half, and gave salaried employees either compensatory time off or time and one-half pay, depending upon conditions.

The Commonwealth of Virginia pays time and one-half for time in excess of a 40-hour week for both salaried and hourly employees.

c. Holidays:

Private companies granted to salaried employees an average of 8 holidays with pay, but the most frequent number was 9. Hourly employees were given fewer holidays than salaried employees by a few companies, but equal treatment was most common.

Cities and counties commonly gave 8 or 8<sup>1</sup>/<sub>2</sub> days of holiday time.

States gave a range of from 8 to 13 paid holidays, averaging 11. This was due to variations in recognition of both state and national holidays.

The Commonwealth of Virginia practice is in line with other states at 11 holidays per year.

d. Clothing Allowances:

Statistical interpretation of the data on clothing is difficult, since the need for clothing varies so greatly by type of organization. Among 21 cities and counties, where situations would be more nearly similar, 16 provided uniforms or made allowances for them for specific classes of positions. Eight reported that they provided coveralls or protective clothing where clothing would be soiled, as in firemen's work clothing, kitchen work, custodial work, maintenance, and groundskeeping. Uniforms were provided for police, fire, guard, nurse, and warden classes at an average cost or allowance of \$4.00 per week. A comparable amount was paid to detectives and plain clothesmen toward wear and tear on their street clothes. Cleaning costs were typically not included.

For dirty work, the typical practice was coverall rental with two to three changes per week at a rental cost, including cleaning, of about 90¢ per change, for an average \$2.00 per week.

Private firm practice was essentially similar. Uniforms were furnished as required to guards, chauffeurs and drivers, and nurses. Work clothes were furnished, usually by rental and with cleaning, to production workers, maintenance workers, warehousemen, yard workers, kitchen help, custodians, and meter readers. Uniform costs averaged \$3.00 per week, and rental costs were similar to those for cities. Protective clothing was furnished for hazardous work, as in acid plant work.

The Commonwealth of Virginia furnishes uniforms and work clothing where the situation requires it. This appears to be in line with other jurisdictions.

e. Sick Leave:

Sixty-two of the 63 private firms paid sick leave to salaried employees. Maximum days of leave were set by 45 firms, averaging 130 days but varying widely from 5 days to a year or more of full or full and partial pay. Leave pay beginning with the first day of illness was reported by 45 firms and reported as *not* granted by only 4. The difference between this total of 49 and the 63 participating firms is made up of companies that insured for sick leave through insurance carriers or paid into union benefit funds. Only 8 firms used accrual systems which grant leave credit on the basis of pay periods worked for use as needed. Those that did granted an average of approximately 11 days a year of such accruals for both salaried and hourly employees.

Eight companies paid no sick leave to hourly employees, and 11 companies did not pay hourly employees for the first day of absence. Maximum leave permitted was set by 29 firms and averaged 120 days, varying from 5 days to a year or more.

Cities, counties, and states treated both salaried and normally hourly employees alike. All paid sick leave. Nearly all permitted accrual of sick leave credits averaging 11 days per year in cities and counties and 15 days per year in states. Maximum accruals averaged 100 days, but common practice was unlimited accrual. All paid beginning with the first day of absence.

Federal practice is to pay beginning with the first day, accrue 13 days per year with no maximum, and provide like treatment to salaried and hourly employees.

The Commonwealth of Virginia accrues sick leave credits at the rate of 15 days per year and permits unlimited accrual. It pays from the first day of illness and treats salaried and hourly employees alike.

f. Life Insurance:

Private firms characteristically treated salaried and hourly employees so nearly alike with regard to insurance that the few reported differences are not meaningful. Life insurance was provided by 59 of the 63 firms. They paid, on an average, 85% of the cost of insurance, providing benefits which range from \$2000 to twice the annual salary, but commonly the annual salary. Most firms paid all of the cost of this insurance.

Of the 21 cities and counties surveyed, 18 provided life insurance, commonly paying half the cost.

Only 3 of the states provided life insurance, paying 60% of the cost. Three others made it available but paid none of the cost.

The Federal government provides life insurance up to \$1000 over the annual salary, at a cost to the employee of 25¢ per \$1000, and at no cost to retired employees.

The Commonwealth of Virginia pays 30% of the cost of life insurance for its employees.

g. Medical Insurance:

As with life insurance, differences in treatment of salaried and



hourly employees regarding medical insurance were not meaningful, the insurance being generally the same.

Private firms characteristically paid most of the cost of both employee and family medical and hospital insurance. Forty firms paid all employee costs, and 24 firms paid all family costs.

Cities and counties characteristically paid all medical and hospital insurance costs for employees, but none for families. Those that did pay for families paid about half of the cost.

States provided these insurances, paying an average two-thirds of employee costs and 40% of family costs.

The Federal government pays flat amounts per employee or family, regardless of insurance chosen, averaging 40% of costs.

The Commonwealth of Virginia pays all employee costs but no family costs.

h. Cost of Insurance:

The average monthly cost per employee to private firms for the group insurance provided was \$33. Cities and counties averaged \$18, and states \$14. The Commonwealth of Virginia pays \$15.30 per month per employee for medical and hospital insurance, plus 24¢ per thousand for life insurance.

i. Other Benefits:

Other benefits reported were:

	<i>Private</i>	<i>Government</i>
Job related tuition	4	3
Executive incentives, bonuses, or profit sharing	14	N/A
Executive stock options	6	N/A
Employee profit sharing	6	N/A
Employee investment plans and stock purchase plans	15	N/A

*Summary of Reported Bench Mark Data*

Table 4 in the Appendix presents a summary of data on bench mark classes as developed during the salary survey. It also indicates the amount of change, in terms of salary steps, by which the existing salary ranges should be adjusted to bring them to the proper level after giving due weight to the basic considerations discussed earlier in this report.

In general, evaluation of the bench mark data and other basic considerations leads to a conclusion that salary ranges for most of the bench mark classes should be increased. Ninety-seven (97) of these classes show an increase at the minimum rate or the maximum rate, or both. Only six (6) do not. The average increase is approximately 2 steps at both the minimum and maximum. The groups of classes containing large numbers of positions which require the largest adjustments are the hospital attendant and the mechanic classes.

Five bench mark classes in Table 4 show no adjustments. That is because they are bench mark to directly related classes which do not exist in the Commonwealth service in the specifics described, but whose description was required in that manner either (a) for external job match comparisons with classes of positions known to exist under those titles and descriptions or (b) to

reinforce comparative data on other classes. Examples of (a) are Institutional Physician, directly related to a whole group of Commonwealth medical classes in institutions, and Civil Engineer, a generic professional class which, in the Commonwealth service, is accorded several functional specialty classes. Examples of (b) are Police Patrolman and Sergeant, which were used to reinforce the data on State Police Trooper and Sergeant. The bench mark class of Driver's License Examiner represented a class which was just being established at the time of the study.

### *Regional Differences*

EMSI was advised by the Implementation Coordinator of the Commission's interest in ascertaining whether pay differentials for different regions in the Commonwealth were necessary or could be justified. As part of the analysis of the data received, tabulations were made to allow a regional comparison and are summarized in Table 5 in the Appendix.

A review of this data indicates that, with the exception of one area, no statistically valid reason would support differences in salary rates for the same class of positions located in different areas of the Commonwealth. The exception is in Northern Virginia. Of interest is the fact that differential rates of pay now exist for 200 classes of positions located in Northern Virginia. This was done through the device of assigning different code numbers to the classes involved and, in some instances, adding additional identification to the class titles (such as "MH" for positions in Mental Health establishments, "Fairfax" for positions found in Fairfax County, etc.). The list of these positions appears in Table 6. It will be noted that in two instances there is no difference from standard rates, and one class has no counterpart in the list of standard classes.

As stated above, the data accumulated indicated that salaries paid in Northern Virginia tended to be higher than those paid elsewhere in the Commonwealth. In an attempt to quantify this difference, if possible, Table 7 was prepared. This table identifies bench mark class titles used in the questionnaires, and compares the minimum rates obtained in the survey with related state-wide totals. For each bench mark class on which substantial data was received, the lowest reported Northern Virginia rate was compared with the state-wide mean (average) hiring rate; the highest reported Northern Virginia rate was compared with the state-wide average maximum rate.

In the first comparison, it was found that with relatively few exceptions even the lowest salary paid in Northern Virginia is well above the state-wide average, ranging to a maximum of 40%. In comparing the maximum salaries paid in Northern Virginia with state-wide averages, noticeably higher maximum rates were reported in Northern Virginia than in the rest of the state, the differences being extremely great in many cases.

These "premium" rates paid in Northern Virginia apply both to public jurisdictions and private industry, although the differences are substantially smaller in the latter case.

What Tables 5, 6, and 7 show is that there is a legitimate reason, even a necessity, for paying higher salaries in these bench mark classes in Northern Virginia, even though the sample taken on a regional basis was too small to lead directly to specific recommendations which are justified statistically.

### *The Special Case of Executive Salaries*

Senior executive positions present a special problem. They do not lend themselves to the preparation of bench mark descriptions for purpose of gathering salary data. A major executive in a department may have a direct functional and administrative relationship to subordinate career positions in terms of the department's program. However, for purposes of pay

determination the comparison should be with executive positions in other departments which, although representing different professional, technical, or functional skills, involve programs of comparable scope or complexity and administrative responsibilities of comparable nature and level. As with other positions, however, the external, competitive relationships affecting recruitment and retention must be obtained through the bench mark comparison of like classes.

Most useful in this regard was information contained in the report which EMSI prepared and submitted to Governor Linwood Holton on October 28, 1971. This report, titled "Recommended Executive Salary Plan Commonwealth of Virginia", included recommendations on thirty-three key positions at the Commissioner and Director level as well as on positions in the judiciary. The study was based on information obtained through analysis of comparable Federal positions, personal interviews with incumbents of Commonwealth positions, personal interviews for job match purposes with officials of a number of private firms in the Commonwealth, and mailed questionnaires to neighboring states.

The report recommended a change from the present flat rate for each of the 33 major executive positions to 7 ranges of pay, of which the bulk of the positions fall in the top five ranges. The report itself is submitted as an Attachment to this report.

Because of the detailed, position-by-position analysis of these positions, and their internal inter-relationships either to subordinate positions in their own organizations or to other executive-nature positions in the classified service, they were considered to be bench mark classes. As such, recommendations, as presented later in this report for related classified positions are based upon the inter-related recommendations contained in the "Recommended Executive Salary Plan—Commonwealth of Virginia", attached. Also, certain recommendations in that report will be up-dated to reflect the basic change in the top structure of the Commonwealth Government brought about through the addition of Chapter 5.1 to Title 2.1 of the Code of Virginia, approved April 8, 1972, which created in the Governor's Office the positions of Secretary of Administration, Secretary of Finance, Secretary of Education, Secretary of Human Affairs, Secretary of Commerce and Resources, and Secretary of Transportation and Public Safety.

### *RECOMMENDATIONS AND COSTS*

Recommendations derived from the results of the salary and fringe benefit survey relate to 6 specific matters growing out of the major areas of the Commission's expressed concern: salaries, fringe benefits, and classification plan maintenance. All but the recommendations regarding classification plan maintenance will be presented in this section. The latter subject will be discussed in its entirety, and action recommendations pertaining to it presented, in the next succeeding section.

#### *Recommendation No. 1*

The Commonwealth of Virginia should make no basic change in its identified practice of maintaining fringe benefits in line with private employers and other public employers in its competitive employment market.

*Comment:* In reviewing the analysis of reported fringe benefit practices (pp. 8 to 11), we caution that any contemplated fringe benefit increase be weighed carefully against (a) the percentage of payroll represented by the total fringe benefit package in existence at the time and (b) the dollar impact on budget projections.

We suggest that the only fringe benefit not subject to this criterion is one which offsets (a) an employer or work-dictated requirement such as uniforms or (b) obviously hazardous or unhealthy working conditions not compensated by direct salary. The shift, the work location, or the number and extent of absences from home, as examples, will cause one applicant or employee to seek and another to reject the work in any given situation, based entirely upon personal factors.

Finally, we observe that the normal fringe benefit should be equated with retention, not recruitment, of good employees, and, therefore, that in positions for which technical, professional, or scientific competence requires up-dating the Commonwealth consider reimbursing from two-thirds to the full amount of directly job-related tuition for a passing grade.

### *Recommendation No. 2*

The Commission should approve the salary rates for titles in the classified service recommended in Table 1 of the Appendix.

*Comment:* The summary of reported bench mark data (pp. 11 to 12) contained clear evidence, in our judgment, for the need to adjust salary ranges for most of these classes of positions after giving due weight to the Basic Considerations. The amount of these increases for bench mark classes is indicated in Table 4 of the Appendix.

By comparing the changes in the bench mark classes to the 62 relationship series (established in conjunction with the Division of Personnel), changes in salary ranges were calculated for all classes of positions in the classification plan. As an example, if the bench mark class or classes for a particular relationship series showed an increase of 2 steps to the minimum and the maximum rates, the salary ranges for all classes of positions in that relationship series were increased accordingly. If, on the other hand, the data for a particular bench mark class did not indicate a need to change the existing salary range, none of the classes in its relationship series were adjusted.

Executive level pay factors were set forth on pp. 12 to 13. We pointed out that true "relationship series" were, for executive classes in the classified service, more accurately established by comparing responsibility and complexity factors of other executive classes in the same or different occupational groups than of subordinate specialists in the same occupation. In this connection, we referred to the executive agency and court positions analyzed in the EMSI report submitted to Governor Linwood Holton in October, 1971 as being bench mark classes for executive classes in the classified service. Considering the general level of increases in other classes and the increases recommended more than a year ago for the executive agency positions, we believe that the minimum adjustment for executive classes *within* the classification plan should be on the order of 10%. This could be achieved by increasing the minimum and maximum rate by 2 steps each. The recommended salary ranges for the classes in Table 1 include this premise.

### *Recommendation No. 3*

The Commonwealth of Virginia should recognize the necessity for salary differentials for classes of positions in Northern Virginia, adjacent to the District of Columbia, for which recruitment is local.

*Comment:* Discussion of regional differentials on p. 12 established the existence of significant differences in salaries paid for bench mark classes in Northern Virginia from those elsewhere in Virginia,

and the realistic manner in which the Division of Personnel has adjusted salary ranges. Since these differences were established to allow the Commonwealth to maintain a competitive parity vis-a-vis employers in that area, geared to the salaries offered by the largest employer — the Federal Government, we believe the best interests of the Commonwealth government are served by continuing the policy it now follows — i.e., adjust the ranges to meet competition only when serious problems are encountered in recruiting qualified personnel. In recommending salary ranges in Table 1 for the classes involved, the same basic considerations of external and internal consistency were applied as in the case of other positions in the Commonwealth's classified service.

If the recommended salary ranges are adopted, the pressure for further increases in the area should decrease for an appreciable time. Furthermore, the recommended increases should make it possible to eliminate the present undesirable practice of having local jurisdictions supplement Commonwealth of Virginia salaries by direct payment to the employees. If a community is to furnish financial support to a particular state program, it should do so by transfer of funds between agencies rather than by supplementing individual salaries.

#### *Recommendation No. 4.*

The Commission should approve the recommendations for an Executive Salary Plan submitted to Governor Linwood Holton in October, 1971.

*Comment:* The report contains a complete statement of the Basic Considerations, analysis, and recommendations pertaining to salaries for the courts and for top executive positions. It is submitted as an Attachment to this report.

A supplemental recommendation, made necessary by the establishment by the law of April, 1972 of a Cabinet in the Governor's Office, is as follows:

The Secretary who functions also as Secretary of the Cabinet, and any Secretary who directs the work of a department the director of which was recommended in the 1971 report to be placed in the \$35,000-\$39,000 range, should be appointed at \$37,000 and should maintain a \$2,000 a year difference in pay above any subordinate department director.

#### *The Cost Factor*

The installation of recommended salaries which result from a comprehensive salary study of this nature after a period of time from the next earlier study, during which the major employer in the state — the Federal Government, has increased salaries and benefits appreciably, may be expected to increase the Commonwealth's budget for personal services.

Several installation adjustments are possible. We suggest that a choice be made between two clear-cut policies. They are:

- (1) Some jurisdictions raise to the new minimum those employees in the class now being paid below it, leaving all other employees at their current rates. This formula alleviates problems of recruitment due to low entrance salaries, and it allows for some future increases, possibly by phased time-periods, to employees above the minimum rate and below the maximum. But it is obviously unfair to older employees who are already within the recommended range. Should this policy be adopted, the cost of installation of recommended salary adjustments for the Virginia classified service is estimated at between \$9 million and \$10 million.

- (2) Under this policy the salary of each employee in a class for which a higher entrance rate is established is moved to a new rate as many steps higher as the new entrance rate differs from the old. If, for instance, it is proposed to increase the entrance rate of a particular class by 1 step, then every employee in the class would receive a 1 step increase up to the maximum provided for the class. The cost of installing the recommended salary adjustments, as indicated in Table 1, in accordance with this formula has been calculated and, for employees now on the rolls, would be \$38,424,000. This is the policy most equitable to present employees, and we recommend that it be adopted.

### *CLASSIFICATION PLAN MAINTENANCE*

#### *Methodology*

The Personnel Division operates under provisions of the Virginia Personnel Act (July 1, 1942) providing for the establishment of a system of personnel administration for the Commonwealth. This Act vested in the Governor, as Chief Personnel Officer, responsibility to "promulgate such rules, not in conflict with this act, as he may consider necessary, to provide for the administration of the classification plan, the compensation plan and . . . ."

#### *Classification Background*

In the implementation of that Act, on January 3, 1943 the Commonwealth established a state-wide classification plan. The plan provided for the establishment of 7 major service groups, 37 occupational groups, and 461 classes of positions, distributed as follows:

<i>Service</i>	<i>Number of Occupational Groups</i>	<i>Number of Classes</i>
1. Agriculture and Conservation	8	80
2. General Administration	7	64
3. Custodian and Domestic	3	35
4. Education	4	37
5. Engineering, Mechanical and Construction	5	99
6. Institutional Training	2	25
7. Law and Penal Administration	3	38
8. Medical, Health and Welfare	5	83
	37	461

At the time the classification plan went into effect, the total number of filled positions (not including teaching positions which were not covered in the classification plan) was 14,400. The average number of employees per class of positions was 31.2.

At the present time the classification plan consists of 2,320 classes of positions which are divided into 7 major service groups and subdivided into the 39 occupational groups, as follows:

1. Agriculture and Conservation (8)
  - Farming
  - Agricultural Extension
  - Agricultural Marketing and Control
  - Agricultural Research
  - Geology and Water Resources
  - Forestry and Parks
  - Wildlife Conservation
  - Planning and Industrial Development

2. General Administration (7)
  - General Executive and Clerical
  - Statistics
  - Auditing, Accounting and Fiscal Management
  - Personnel and Employment
  - Merchandising
  - Purchasing
  - Traffic and Transportation
3. Custodian and Domestic (3)
  - Buildings and Grounds
  - Nutrition and Food Service
  - Housekeeping
4. Education (4)
  - Non-Teaching
  - Library
  - Museum
  - Publicity
5. Engineering, Mechanical and Construction (6)
  - Engineering
  - Equipment Operation
  - Mechanical Operation and Maintenance
  - General Construction and Maintenance
  - Institutional Shop Trades
  - Safety
6. Institutional Training (2)
  - Trade and Vocational Instruction
  - Instructional Direction and Guidance
7. Law and Penal Administration (3)
  - Law and Court Procedure
  - Law and Enforcement
  - Penal Administration
8. Medical, Health and Welfare (6)
  - Medical and Dental
  - Public Welfare
  - Public Health
  - Nursing and Attending
  - Laboratory
  - Rehabilitation

Employee strength (filled positions) of the Commonwealth classified service was 50,0007 on September 1, 1972. This represents a 247% increase in employment from the January 3, 1943 total of 14,400 filled positions. Over the same period (almost thirty years) the number of classes of positions increased by 403%, and the average number of employees per class of positions decreased from 31.2 to 21.6. The increase in number of classes may be partially, at least, due to the new technologies and professions which have developed in the last 30 years and the new services performed by states during the same period.

*Classification Review Methodology*

In reviewing the methodology followed by the Personnel Division in attempting to maintain the currency of the classification plan a number of key

officials were interviewed. However, the conclusions eventually reached were based not so much on the information obtained during the interviews as on a careful examination of the records of the Division.

Among other records researched were a representative number of the 174 major classification studies conducted in the 18 months immediately preceding this survey. These were comprehensive studies of whole departments or major units of the largest departments, and they involved major organizational revisions as well as a review of a substantial number of existing or new job classifications. The particular cases studied were randomly selected by EMSI — the Division made no attempt to direct attention to a particular case or cases as being “typical” of its work. The consultant is satisfied that the cases selected were representative in character and that the conclusions reached were valid insofar as they attest to the quality of work performed by personnel of the Division.

The quality of work by classification analysts is uniformly and consistently good. Job audits made by the analysts are exhaustive and painstaking and indicate that, in each case, an effort was made to secure an in-depth understanding of each class or position studied. None shows the regrettably common attitude prevalent in many jurisdictions of superficial review intended only to comply with bureaucratic requirements. They involve personal analysis of work performed, not the review of written position descriptions so prevalent in many Federal classification reviews. EMSI noted no instances of rubber stamping decisions previously reached by the operating departments. Where agreement was reached and the position of the operating officials was fully accepted, the documentation provided by the classification analysts was sufficient to justify the decision. In a substantial number of instances the results of audits made by the Division's analysts could not support the recommendations of operating officials, and the requests were denied.

The quality of the review process within the Division of Personnel is excellent. The Director and Deputy Director as well as the Chief of Classification review the findings and recommendations of the classification analysts, and it is apparent that the decisions ultimately reached represent their professional judgment as well as the technical judgment of the technicians. In the case of major reorganization studies, these three officials are intimately involved in the process, participating in numerous conferences with operating officials even before the field work is undertaken and maintaining close touch with their technical subordinates during the course of each survey.

In addition to major classification studies, involving a number of positions, the Division must also cope with day-to-day requests for classification review of individual cases. A review of the records for the first six months of 1972 indicates that a total of 2,106 requests for personnel action were received. These included 1,456 requests for new positions and 650 requests for reallocations. The average monthly load during this period was 243 new positions and 105 reallocation requests. (As a workload statistic this may be on the low side since many requests were obviously held until the beginning of the new fiscal year in July of 1972, when a total of 1,623 action requests were received.) These figures indicate a Commonwealth service which is anything but static.

While many of the requests for new positions or reallocations can be considered and disposed of relatively easily, normally 25% will require a more thorough study involving a field audit. A review of a number of recent audits made in connection with individual requests indicate that the quality of work done is as high as that devoted to comprehensive audits although the amount of work devoted to each case is understandably less.



While EMSI is fully satisfied that the professional quality of the work performed is superior, there remain two questions. Is the classification plan up-to-date? Is the size of the professional classification staff sufficiently large to maintain the classification plan as an effective tool of management?

During the 18 month period during which the 174 major surveys were completed, there were five classification analysts on the staff of the Division. This means that, on the average, each analyst was completing approximately two major surveys a month. During each month, also, each analyst averaged 14-1/2 job audits, required in connection with individual action requests. This is an extremely creditable performance, especially in view of the exacting standards of quality which are maintained. To answer the first question, at least in part, the classification plan is maintained currently, with respect to individual actions and comprehensive surveys affecting individual organization units, to an extent matched by few jurisdictions. Backlogs on individual classification actions are minimal in terms of any comparative standard.

However, there is some work backlog. Recently the Division of Personnel added another analyst to the classification staff, which should enable the Division to make some progress in meeting its backlog, largely in the area of preparing specifications. At the present time approximately one-third (700) of the classes in the classification plan are not described by a written class specification. Information on allocation factors, experience and education factors, and similar matters vital to basic personnel determinations exists in the file, but pressures of work have made it impossible to prepare written class specifications. This reduces the utilization of the classification plan as a management tool in the budget formulation, review, and execution processes, and in effective position design and requisitioning within operating units. Also, since classification reviews are of necessity conducted within organization units rather than of occupations throughout the service, the creation of new classes resulting from such reviews has a tendency to superimpose new and narrow classes which might not be needed if there were resources to ensure service-wide review of occupational groups.

At the present time new class specifications are being produced at the rate of approximately 20 a month. With the present staff, then, the existing backlog might be expected to be eliminated within approximately 3 years. But during this time a new backlog will be generated of new class specifications to be written or existing class specifications to be revised. In this connection, a genuine need exists for revision of class specifications which, many of them, are 10 or 15 years old. Finally, numerous examples indicate the need for reviewing the internal cohesiveness and consistency of the plan. These are frequently lost as new classes are added to an existing plan over a period of years to reflect a topsy-like growth of supervisory levels or of occupations compartmentalized by specialties which restrict rather than enhance selection and utilization of workers who can best meet flexible management needs. If there is one characteristic of public service today it is flexibility — of organizational structure, processes, and technology.

All of these factors point to the need for making available additional classification resources to the Division, which, as we have noted, is doing an excellent job of upkeep of allocations and audits on a day-to-day basis. The quality of work performed is high. The adequacy of the specifications is incomparably better than that of 30 years ago. But maintenance of an internally sound classification plan which is also an effective tool of management requires additional attention to the plan itself.

We believe this will require, at a minimum, the following actions:

1. The addition of 6 journeymen classification analysts.
2. Assignment of 3 of the enlarged classification staff of 12 to day-to-day

reviews of new positions only, vacancy filling, and specifications for new classes as are determined to be needed following these reviews. Such a minimum maintenance policy for a year, or as much as 18 months, will require full support of the Governor and his Cabinet if it is to succeed. Should it break down, the remainder of the recommendation has little value.

3. Assignment of the remaining 9 Division analysts to a servicewide review of the classification plan itself, with the objective of combining or revising the class structure as found necessary by across-the-board consideration of classes of positions and allocations to them on an occupational comparison. Organizational problems noted during this intensive review should, unless they create undesirable determinations regarding the basic classification plan structure, be deferred until the classification review is completed.

Such a review will require supplementing Division staff, even on the enlarged basis, with analysts from the departments.

4. Reduction of the Division's classification staff to 9 upon completion of the service-wide review and preparation or revision of written class specifications for the entire plan. This number assumes that 6 will be assigned to day-to-day maintenance and surveys on an organizational basis and 3 will be assigned to across-the-board surveys, special reviews, and refinements of the classification plan.

RECOMMENDED EXECUTIVE SALARY PLAN  
COMMONWEALTH OF VIRGINIA





EXECUTIVE MANAGEMENT SERVICE, INC.

October 28, 1971

The Honorable Linwood Holton  
The Governor  
Commonwealth of Virginia  
State Capitol  
Richmond, Virginia 23211

Dear Governor Holton:

We are pleased to submit this report of our analysis of the position responsibility and complexity of executive agency and court positions in the Commonwealth Government and our recommendations for the Salary Plan applying to them.

In so doing we congratulate you upon the dedication and commitment which characterize your executive corps.

Sincerely yours,

Merrill J. Collett  
President



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Sources of Salary Data

RECOMMENDED EXECUTIVE SALARY PLAN  
COMMONWEALTH OF VIRGINIA

In evaluating the positions designated for inclusion in an Executive Salary Plan we recognized that tradition and both administrative and legislative history — the changing priorities and emphases of programs and the reactions of the members of the General Assembly both to programs and those who have administered them — account for the more than 20 separate rates of pay by which these positions are now financially identified and distinguished from one another.

We believe that a sounder approach to salaries, at any level, has to take into account administrative inter-relationships of the positions involved. At the executive level this inter-relationship is properly evaluated on the basis of the complexity of the programs themselves and the responsibility exercised by the incumbents in administering them.

*Basic Considerations*

To develop a sound Salary Plan for designated executive positions in the Commonwealth Government, we were guided by Basic Considerations for evaluating administrative inter-relationships and relating the relative levels of their complexities and responsibilities to the pay of comparable levels of similar positions in private business in Virginia, in neighboring State governments, and in Federal positions in the District of Columbia and Virginia. These Basic Considerations follow:

*Internal Relationships*

A prerequisite to any consideration of salaries is the establishment of levels of responsibility and complexity, which are basic to the classification upon which salaries are later based.

At the executive level the inter-relationship of staff and line positions, the functioning of both with the Governor, and the responsibilities exercised by any one official may be governed quite as much by how incumbents actually carry out delegated or statutory authority, how they move forward by introducing new solutions or developing new approaches, how they initiate and execute, based upon an understanding of the Governor's policies and objectives: — quite as much by any or all of these as by functional statements or written authorities or delegations. Therefore, to base an Executive Salary Plan upon the concept that the levels relationships initially found to exist between its positions is a permanent one is completely unsound. The degrees of differences may not be great over a four year period. To the extent that they do exist and are measurable, they should be recognized by different levels designations. A succeeding Governor will assuredly create his own administrative practices, priorities, and leeways with relation to his new executives, and they in turn will vary in individual performance.

This quadrennial review of individual responsibility factors will also permit adjustments of levels relationships within the Executive Salary Plan based upon a clearly evident after-life of once high priority programs, or other changes in program complexity factors such as addition or subtraction of programs or functions by the Governor or the General Assembly, creation of entire new agencies, establishment of governing guidelines where none existed before, or



emergence of new citizen concern, demands, and program policing in previously stagnant areas.

### *External Relationships*

Having established levels of complexity and responsibility among the designated positions of the Executive Salary Plan, actual dollar values will be assigned on the basis of judgments concerning (a) an executive pay floor desirable for the Commonwealth of Virginia sustained by citizen and business taxes, yet competing for executives with Virginia businesses and professionals and with the Federal government; (b) salaries necessary for the Governor to attract and hold specialists in programs and technologies essential to Virginia Services, and for whom the entire nation may be the competitive market; and (c) a ceiling which will permit recognition and maintenance of real levels differences, internally, yet not subject the Governor and the General Assembly to public criticism as unjustified and excessive.

These levels will be determined initially by evaluating data from the sources of wage comparison and determining which are really benchmark data, that is data which clearly establish comparative levels for positions most nearly similar to those in the service of the Commonwealth of Virginia.

The dollar values for the various salary levels representing these external comparisons of positions in the Executive Salary Plan should change only when the general wage level of the Virginia business community and other competitive governments increases to handicap a later-time Governor in recruiting and retaining his key executives.

Although the one term restriction for the term of a Governor makes unnecessary the establishment of a full salary range from minimum to maximum at each pay level based upon a spread to permit regular increases in pay over a period of eight years, the Governor should, for those positions he appoints, have a reasonable leeway in the salary he can offer if warranted by special qualifications of a candidate or to recognize especially competent work during his term of office.

### *The Internal Levels Comparison*

The analysis of executive level and court positions included both in-depth interviews of incumbents and reviews of program documents. After this we analyzed their levels against basic classification factors, as follows: agency program complexity; agency program responsibility, such factors as the range of funds and size and structure of organization involved, and whether the organizational function is state-wide or restricted and whether it encompasses several basic programs or involves one program; and complexity and responsibility of the agency head's operations.

Based upon our evaluation, we concluded that six (6) levels of responsibility exist among the Governor's appointive executive officials, and that three (3) levels exist among the Commonwealth's judges. We believe the Chief Justice, Court of Appeals, as the highest official of the Judicial Branch, is at the maximum of the highest level established for the executive branch appointive officials but that the Associate Justices should be considered comparable with this level. Considering the absence of a first level of appeals, all appellate responsibilities being carried directly by the Court of Appeals, we believe that the level for Circuit Court Judge is between the second and third levels of the Governor's appointive agency heads.

The top level of these agency heads is composed of major departments

comprising, in the Commonwealth, the full range of programs implied in their title, professional qualification requirements based upon nation-wide occupational accreditation standards as a prerequisite to gubernatorial consideration of appointment, the focus of constant citizen interest and conflict, or the full delegated authority of the Governor as his executive representative in administrative matters or in the coordination of the Executive Branch.

The second level comprises major agencies not bearing the constant focus of pressure and policy conflicts of the general public, major single purpose line agencies responsible for basic funding operations of the Commonwealth, and staff agencies exercising in fact, and on a government-wide basis, policy interpretation and implementation of a delegated and significant managerial part of the Governor's responsibility as a chief executive.

The third level comprises major program agencies which do not encompass the full range of functions implied by their titles, major single purpose agencies which involve changing programs directly involving the lives and economic welfare of Virginia's citizens, or highly technical staff agencies for the Governor.

The fourth level comprises smaller program agencies, technical staff planning or ministerial functions in the Governor's office exercised on less than a state-wide basis, specialized aspects of major program areas, or equally-shared responsibilities by members of a full-time administrative commission of a large-scale management operation.

The fifth level comprises what are essentially ministerial operations carried on by very small agencies.

The sixth level involves protocol and housekeeping functions as official point of contact for the Commonwealth of Virginia.

### *The Salary Comparison*

In formulating salary recommendations for the levels found to exist, we recognized that the sample of other states would constitute a point of reference rather than a binding benchmark because Cabinet Department salaries in many states are treated as one for salary purposes while independent agencies tend to reflect the weight of whatever constituency and legislative support created the agency. In making Federal comparisons we carefully related descriptions and responsibilities in the Commonwealth of Virginia to functions actually performed, based upon a strict classification analysis, in the Federal government. In making private industry comparisons among 14 selected Virginia firms, we sought clearly comparable positions based upon the duties and responsibilities performed rather than what might be implied by a title.

Accordingly, at the top level the following were felt to be key factors: the position of Commissioner of Administration equates to Assistant Secretary for Administration in a Federal department (Executive Pay Level V at \$36,000), maximum salaries for these positions in the neighboring states were at \$38,990 for medical departments, and median average ranged from \$32,900 to \$34,900.

At the second level, the Director of Personnel proved to be a clearly identifiable benchmark at all sources of reference data. The median of the maximum reported for 14 private employers was \$34,500; the maximum salary for the neighboring states was \$36,100; and the mid-point of the GS-17 Federal pay range for similar positions was \$32,800.

At the third level, for two of the key positions (Comptroller and Director of ADP) data from private industry and from neighboring states were closely comparable. The median of the maximum rates reported in private

employment for Comptroller was \$31,000 and for Director of ADP was \$30,500; while the maximum for neighboring states for these two positions was \$26,360. In addition, the Federal government mid-point of the pay range for equivalent ADP positions (GS-16) was \$30,000.

For the fourth level, the key and clearly identifiable class of position was Director, Purchase and Supply. Sufficient pay data were obtained from private employment, neighboring states, and the Federal government to establish a meaningful range of pay. The median of the maximum rates reported by private employers was \$23,000, the maximum for neighboring states was \$23,915, and the mid-point of the Federal GS-15 range was \$26,330.

For the fifth level, there were no comparable positions among Virginia private employers or in the Federal government, as in other levels. The data from neighboring states reflected a relatively greater spread than for the higher levels, indicating the results of purely local wage fixing factors. Therefore the range recommended represents the complexity and responsibility relationship of this level, in our opinion, to the next higher level and a reasonable bracketing of the data from neighboring states.

The sixth level recommendation reflects a high level of clerical responsibility plus the prestige of official representation for the Commonwealth. This is a part-time position but the salary is intended as an amount for the position for the time required.

The data for judge positions indicate clearly the need for increasing court salaries.

We have recommended the Chief Justice, Court of Appeals, at the maximum recommended for the range of the top executive level, as we indicated in our discussion of levels comparability.

The salaries recommended for Circuit Court Judges, between the second and third executive levels as set forth earlier, are gross salaries to be received in carrying out their official duties.

Unlike the flat salaries recommended for court positions, we have recommended for each executive level a range to assure the Governor leeway in relating qualifications of those he is considering to the positions available, and in rewarding superior performance during his incumbency. Since the Governor is restricted to one four-year term, we believe a 15% range above the minimum for the pay level provides this leeway.

The relationship of salary recommended at one responsibility level to another is designed to reflect our views as to the degrees of differences between those levels rather than being built upon some uniform and, in our opinion, unrealistic, inter-level relationship.

TABLE I  
ANNUAL SALARY RATES IN COMPARABLE PUBLIC AND  
PRIVATE EMPLOYMENT  
and  
PRESENT AND PROPOSED EXECUTIVE SALARY RATES

TITLE	Private Employment State of <u>Virginia</u>			Selected States			
	No. of Firms	Med. Min.	Mid- Point	Med. Max.	No.	Aver- age	Max.
Commissioner of Administration	6	23,700	29,000	34,250	-	-	-
Commissioner of Health	-	-	-	-	5	32,900	38,994
Commissioner of Mental Health and Hospitals	-	-	-	-	5	34,900	38,994
Superintendent of Public Instruction	-	-	-	-	4	30,700	36,100
Commissioner of State Highways	-	-	-	-	5	29,900	32,078
Director of Welfare and Institutions	-	-	-	-	2	27,200	29,400
Commissioner of Taxation	-	-	-	-	4	25,100	25,410
Director of State Planning and Community Affairs	-	-	-	-	4	27,300	36,100
Director of Personnel	14	21,500	28,000	34,500	5	27,800	36,100
Director of Budget	-	-	-	-	5	27,900	36,100
State Treasurer	5	1	31,000	-	3	23,840	25,000
Director of Industrial Development	-	-	-	-	5	23,700	27,500
Commissioner of Conservation and Economic Development	-	-	-	-	-	-	-
Superintendent of State Police	-	-	-	-	3	25,100	27,500
Comptroller	6	19,700	25,350	31,000	2	24,430	26,367
Director of ADP	13	19,500	25,000	30,500	4	25,200	26,367
Commissioner of Motor Vehicles	-	-	-	-	3	25,300	30,900
Director, Engineering and Buildings	-	-	-	-	2	24,700	25,410
Commissioner of Virginia Employment Commission	-	-	-	-	4	27,000	29,400
Commissioner of Agriculture and Commerce	-	-	-	-	4	25,200	27,540
Board Member, ABC	-	-	-	-	2	19,400	20,790
Director, Justice and Crime Prevention	-	-	-	-	-	-	-
Director, Purchase and Supply	10	16,800	19,900	23,000	5	22,000	23,915
Director, Highway Safety	-	-	-	-	5	20,000	24,600
Commissioner of Labor and Industry	-	-	-	-	4	24,000	25,600
Commissioner of Marine Resources	-	-	-	-	3	22,000	25,000
Director (and Member) Probation and Parole Board	-	-	-	-	5	20,800	24,800
Adjutant General	-	-	-	-	5	24,000	26,258
Coordinator of Civil Defense	-	-	-	-	5	18,700	22,768
Administrator, Milk Commission	-	-	-	-	2	24,600	25,800
Secretary, State Board of Elections	-	-	-	-	4	17,800	20,000
Director, Professional and Occupational Registration	-	-	-	-	4	20,300	21,672
Secretary of the Commonwealth	-	-	-	-	-	-	-

Federal Government		Present	Proposed	Decision of the Governor
Grade	Point	Salary	Salary	
EL-V	36,000	30,000	35,000-39,000	
-	-	34,413	35,000-39,000	
-	-	34,413	35,000-39,000	
-	-	30,000	35,000-39,000	
-	-	30,500	35,000-39,000	
-	-	27,000	31,000-35,000	
GS-16	30,000	28,875	31,000-35,000	
-	-	26,000	31,000-35,000	
GS-17	32,800	25,500	31,000-35,000	
-	-	26,000	31,000-35,000	
-	-	28,000	31,000-35,000	
-	-	27,500	27,000-31,000	
-	-	25,000	27,000-31,000	
-	-	23,500	27,000-31,000	
-	-	27,500	27,000-31,000	
GS-16	30,000	25,000	27,000-31,000	
-	-	23,500	27,000-31,000	
GS-15	26,330	25,500	27,000-31,000	
GS-16	30,000	24,000	27,000-31,000	
-	-	24,000	27,000-31,000	
-	-	24,000	23,000-26,500	
-	-	21,500	23,000-26,500	
GS-15	26,330	24,000	23,000-26,500	
GS-15	26,330	20,000	23,000-26,500	
-	-	22,500	23,000-26,500	
-	-	20,000	23,000-26,500	
-	-	20,000	23,000-26,500	
-	-	20,000	23,000-26,500	
-	-	17,150	23,000-26,500	
-	-	17,600	19,000-21,800	
-	-	18,000	19,000-21,800	
-	-	19,000	19,000-21,800	
-	-	11,500	11,500-13,200	

TABLE II  
 ANNUAL SALARY RATES IN COMPARABLE PUBLIC EMPLOYMENT  
 and  
 PRESENT AND PROPOSED JUDICIAL SALARY RATES

TITLE	Selected States			Present Salary	Proposed Salary	Decision of the Governor
	No.	Average	Maximum			
Chief Justice, Supreme Court of Appeals	7	33,900	41,000	32,500	39,000	
Justice, Supreme Court of Appeals	7	33,300	40,000	31,000	37,000	
Circuit Court Judge	7	27,600	35,500	23,000	30,000	

TABLES AND EXHIBITS

EXECUTIVE MANAGEMENT SERVICE, INC.

TABLE 1

PROPOSED SALARY PLAN  
FOR THE  
COMMONWEALTH OF VIRGINIA

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
11203	Farmer	3744	4920	4320	5640
11204	Farm Foreman	4704	6144	5160	6432
11206	Farm Manager B	7344	9168	8040	9600
11207	Farm Manager C	9168	12000	10032	12528
11805	Farm Coordinator	10992	15000	12000	15675
11903	Food Processing Plant Mgr.	7680	10032	8400	10992
12052	Extension Technician A	4704	5880	5160	6432
12053	Extension Technician B	5400	7032	5880	7680
12252	Seed Certification Inspector A	8040	10992	8784	12000
12253	Seed Certification Inspector B	9168	12528	10032	13728
12302	Extension Agent A	8040	9168	8784	10032
12303	Extension Agent B	8784	11472	9600	12528
12304	Extension Agent C	10032	13728	10992	15000
12305	District Extension Agent	12528	17150	13728	18700
12503	Soil Conservation Survey Supv.	5880	8040	6432	8784
12504	Soil and Water Con. Field Repr.	8400	11472	9168	12528
12505	Soil Conservation Asst. Dir.	10992	15000	12000	16400
13003	Agric. Export Mktng. Agent	10992	15000	12000	16400
13004	Agric. Export Mktng. Specialist	12528	16400	13728	17900
13005	Agric. Export Mktng. Dir.	14328	18700	15675	20500
13053	Plant Pest Inspector	5400	7344	5880	8040
13056	Plant Pest and Nurs. Reg. Supv.	9168	12528	10032	13728
13103	Processed Foods Insp.	7032	9600	7680	10512
13152	State Fruit and Veg. Asst. Supv.	9600	13128	10512	14328
13153	Fruit and Vegetable Insp.	6720	9168	7344	10032
13154	Fruit and Vegetable Insp. Supv.	8400	11472	9168	12528
13155	State Fruit and Veg. Supv.	10992	15000	12000	16400
13156	State Apple and Peach Supv.	10992	15000	12000	16400
13157	Fruit and Veg. Regional Supv.	9168	12528	10032	13728
13252	Commodities Dist. Asst. Supv.	9600	13128	10512	14328
13253	Commodities Dist. Field Repr.	8784	12000	9600	13128
13254	Commodities Dist. Supv.	10992	15000	12000	16400
13255	Commodities Dist. Procure. Offr.	8784	12000	9600	13128
13302	Agri. Marketing Agent Tr.	7032	9600	7680	10512
13303	Agri. Marketing Agent	9168	12528	10032	13728
13304	Agri. Marketing Agent Supv.	10992	15000	12000	16400
13305	Agric. Market. Agent Asst. Supv.	10032	13728	10992	15000
13353	Veterinarian	12000	15000	13128	16400
13354	Veterinary Prog. Asst. Coord.	12528	16400	13728	17900
13355	Veterinary Prog. Coordinator	13128	17900	14328	19600



Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
13356	Veterinary District Supv.	12528	16400	13728	17900
13357	State Veterinarian	15000	20500	16400	22400
13358	State Vet. Assistant	13728	18700	15000	20500
13363	Meat Insp. Dist. Supv.	12528	15675	13728	17150
13402	Weights and Meas. Asst. Supv.	9600	13128	10512	14328
13403	Weights and Measures Insp.	6720	9168	7344	10032
13404	Weights and Meas. Field Supv.	8400	11472	9168	12528
13405	Weights and Meas. Supv.	10992	15000	12000	16400
13406	Weights and Measures Insp. Tr.	0	6432	0	7032
13409	Metrologist	8784	12000	9600	13128
13413	Livestock Grader B	6720	9168	7344	10032
13414	State Livestock Supervisor	10992	15000	12000	16400
13415	Livestock Grading Field Supv.	8400	11472	9168	12528
13452	Grain Grader A	5160	7032	5640	7680
13453	Grain Grader B	6720	9168	7344	10032
13454	Grain Grading Field Supv.	8400	11472	9168	12528
13455	State Grain Supervisor	10992	15000	12000	16400
13456	Grain Export Field Supervisor	9168	12528	10032	13728
13457	Asst. St. Grain Supv. Export	10512	14328	11472	15675
13502	Seed Analyst A	6432	8784	7032	9600
13503	Seed Analyst B	7344	10032	8040	10992
13504	Seed Analysis Supervisor	10512	14328	11472	15675
13505	Seed Analyst C	8400	11472	9168	12528
13506	Seed Analysis Asst. Supervisor	9168	12528	10032	13728
13552	Exec. Dir. Comm. of Ind. of Agric.	14328	19600	15675	21400
13603	Poultry Grader A	5160	7032	5640	7680
13604	Poultry Grader B	6720	9168	7344	10032
13605	Poultry Field Supv.	8400	11472	9168	12528
13606	Poultry Grading Supv.	12000	16400	13128	17900
13608	Asst. Poultry Grading Supv.	9600	13128	10512	14328
13703	Dairy Inspector	7680	10512	8400	11472
13704	Dairy Inspection Field Supv.	8400	11472	9168	12528
13705	Dairy Law Supervisor	10032	13728	10992	15000
13706	St. Dairy Law Supervisor	10992	15000	12000	16400
13712	Agric. Plant Pathologist	9168	12528	10032	13728
13713	Reg. Insp. Agric.	7680	10512	8400	11472
13714	Reg. Insp. Field Supv. Agric.	8400	11472	9168	12528
13715	Reg. Insp. Supv. Agric.	10992	15000	12000	16400
13716	Regulatory Serv. Asst. Dir. Agric.	12528	17150	13728	18700
13717	State Entomologist	13128	17900	14328	19600
13718	Regulatory Serv. Director Agric.	14328	19600	15675	21400
13719	Reg. Insp. Asst. Supv. Agric.	9600	13128	10512	14328
13765	State Apiarist	9168	12528	10032	13728
13804	Markets Asst. Director	12528	17150	13728	18700
13805	Markets Director	14328	19600	15675	21400

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
13850	Milk Commission Auditor Asst.	7032	9600	7032	9600
13854	Milk Commission Auditor	8784	12000	8784	12000
13855	Milk Comm. Audit Supervisor	9600	13128	9600	13128
13856	Milk Comm. Exec. Officer	11472	15675	12528	17150
13858	Milk Comm. Asst. Exec. Officer	9600	13128	10512	14328
13859	Local Milk Board Secretary B	7680	10032	8400	10992
13885	Pork Comm. Prog. Supv.	10992	15000	12000	16400
13903	Livestock Inspector A	5400	7344	5880	8040
13904	Livestock Inspector B	6720	9168	7344	10032
13982	Consumer Affairs Coordinator	10512	14328	11472	15675
13982	Executive Asst. to Comr. Agric.	14328	19600	15675	21400
13984	Agric. Programs Analyst	10992	15000	12000	16400
13985	Dir. of Rural Resources Ser.	14328	19600	15675	21400
13986	Director of Consumer Affairs	13128	17900	14328	19600
13987	Asst. Dir. of Consumer Affairs	11472	15675	12528	17150
13988	Rural Res. Serv. Asst. Dir.	12000	16400	13128	17900
14032	Agric. Research Tech. A.	4704	6144	5160	6432
14033	Agric. Research Tech. B	5880	7680	6432	8040
14034	Agric. Research Supv.	7032	9168	7680	9600
14103	Agric. Research Scientist A	9168	10992	10032	12000
14105	Agric. Research Scientist C	12528	16400	13728	17900
14106	Truck Exper. Station Director	15675	20500	17150	22400
14107	Truck Exper. Branch Stn. Supv.	13128	17150	14328	18700
15051	Geologist Tech. A	4704	6432	5160	7032
15052	Geologist A	8784	12000	9168	12528
15053	Geologist B	10512	14328	10992	15000
15054	Comr. Min. Res. and St. Geologist	16400	21400	17150	22400
15055	Geologist C	12528	17150	13128	17900
15056	Geologist Tech. B	6144	8040	6720	8784
15057	Asst. Cmr. Mn. Res. and Asst. St. Ge.	13728	18700	14328	19600
15102	Water Resources Technician A	5640	6432	6144	7032
15103	Water Resources Technician B	6432	8400	7032	9168
15104	Water Resources Technician C	7680	10032	8400	10992
15152	Water Resources Chemist A	8784	12000	10032	13728
15202	Highway Geologist A	8400	10992	8784	11472
15203	Highway Geologist B	9168	12000	9600	12528
15204	Highway Geologist C	11472	15000	12000	15675
15302	Water Res. Plng. Hydrologist A	10032	13728	10512	14328
15303	Water Res. Plng. Hydrologist B	12000	15675	12528	16400
15352	Flood Plain Engineer	12000	15675	12528	16400
15402	Water Resources Plng. Engr. A	10032	13728	10512	14328
15403	Water Resources Plng. Engr. B	12000	15675	12528	16400
16004	Rest Area Custodian	4704	5880	5400	6720
16102	State Park Chief Ranger	6144	7680	6720	8400
16103	State Park Superintendent B	8400	11472	9168	12528

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
16104	State Parks Planning Supv.	10512	14328	10992	15000
16105	State Parks Director	16400	21400	17150	22400
16106	State Parks Superintendent A	7032	9168	7680	10032
16107	State Parks Pub. Prog. Supv.	10512	14328	10992	15000
16109	State Parks Operations Supv.	10512	14328	10992	15000
16152	Mined Land Reclamation Insp.	7344	10032	7680	10512
16153	Mined Land Reclamation Dir.	12528	17150	13128	17900
16154	Mined Land Reclam. Asst. Dir.	9600	13128	10032	13728
16155	Mined Land Reclam. Area Supv.	8040	10992	8400	11472
16202	Forest Warden A	5880	7680	6432	8400
16203	Forest Warden B	6720	8784	7344	9600
16204	County Forester	9168	12000	9600	12528
16211	Forestry Aide	4512	5880	4920	6432
16212	Forestry Assistant A	5160	6720	5640	7344
16213	Forester A	0	7680	0	8040
16214	Forester B	8040	10992	8400	11472
16215	Forester C	10032	13728	10512	14328
16216	Forester D	10992	15000	11472	15675
16217	Forestry Director A	12528	16400	13128	17150
16218	Forestry Director B	13728	17900	14328	18700
16219	State Forester	17900	22400	18700	23400
16222	Forest Tree Nursery Foreman	5880	7344	6432	8040
16223	Forestry Assistant B	6720	8784	7344	9600
16303	State Parks Acquisition Engr.	10032	13128	10512	13728
16305	State Parks Facilities Engr.	10032	13128	10512	13728
16402	Grounds Laborer	3600	4128	4320	4920
16403	Groundsman	4128	4704	4920	5640
16404	Grounds Lead Man	4512	5400	5400	6432
16405	Grounds Foreman	5400	7032	6432	8400
16404	Grounds Supervisor	6432	8400	7680	10032
16407	Landscape Supt.	7680	10512	9168	12528
16503	Hwy. Landscape Engineer A	8040	10512	8784	11472
16508	Hwy. Landscape Design Supv.	8784	11472	9600	13128
16601	Outdoor Rec. Planning Chief	12000	16400	12528	17150
16602	Outdoor Rec. Projects Coord.	10992	15000	11472	15675
16603	Outdoor Rec. Planner	10512	14328	10992	15000
16604	Outdoor Rec. Projects Analyst	9600	12528	10032	13128
16609	Exec. Dir. Outdoor Rec.	0	19800	0	21400
17102	Fisheries Inspection Supv.	8400	10992	8784	11472
17103	Fisheries Insp. and Mate. A	5880	7680	6144	8040
17104	Fisheries Insp. and Captain A	7032	9168	7344	9600
17105	Fisheries District Insp. A	6432	8400	6720	8784
17106	Fisheries Insp. and Copilot	6432	8400	6720	8784
17107	Fisheries Insp. and Pilot	7344	9600	7680	10032
17109	Fisheries Insp. and Mate. B	6432	8400	6720	8784

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
17112	Fisheries Insp. and Captain B	7680	10032	8040	10512
17152	Fish Cons. and Repletion Insp.	7032	9168	7344	9600
17153	Fish Cons. and Repletion Supv.	10512	13728	10992	14328
17503	Boat Registration Supv.	6720	8784	7032	9168
17602	Predator Trapper	5160	6720	5640	7344
17603	Predator Trapper Supervisor	5880	7680	6432	8400
17614	Game Trapping Specialist	6144	7680	6720	8400
17701	Game Warden Asst. Supv.	8400	10512	8784	10992
17703	Game Warden B	7032	8784	7344	9168
17704	Game Patrol Pilot	7680	9600	8040	10032
17705	Game Warden Supervisor	8784	10992	9168	11472
17706	Game Law Enforcement Chief	12000	15675	12528	16400
17707	Game Warden B Trainee	0	6720	0	7032
17708	Game Law Enforcement Asst. Chf.	10512	13728	10992	14328
17709	Game Warden C	7680	9600	8040	10032
17712	Game Manager A	4920	6144	5400	6720
17713	Game Refuge Supervisor	6144	7680	6720	8400
17715	Game Farm Manager	8040	10992	8784	12000
17722	Game Biologist	8040	10992	8040	10992
17724	Game Research Biologist	8784	11472	8784	11472
17725	Game Biologist Supervisor	9600	12528	9600	12528
17726	State Game Biologist	12000	15675	12000	15675
17728	Game Mgmt. Field Coordinator	10512	13728	10512	13728
17729	Game Biologist Aide	7680	9600	7680	9600
17730	Fish Research Biologist	8784	11472	8784	11472
17732	Fish Culturist B	4920	6144	5400	6720
17733	Fish Hatchery Foreman	5160	6720	5640	7344
17734	Fish Rearing Station Supt.	6720	8400	7344	9168
17735	Fish Hatchery Superintendent	7680	9600	8400	10512
17736	Fish Hatcheries Supv.	10032	12528	10992	13728
17737	Fish Biologist	8040	10992	8040	10992
17738	Fish Biologist Supv.	9600	12528	9600	12528
17739	State Game Fish Biologist	12000	15675	12000	15675
17743	Fish Biologist Asst.	6720	8400	6720	8400
17744	Fish Mgmt. Field Coordinator	10512	13728	10512	13728
17802	Marine Scientist A	9168	12000	9168	12000
17803	Marine Scientist B	12000	15675	12000	15675
17804	Marine Scientist C	14328	18700	14328	18700
17805	Marine Senior Scientist	17150	21400	17150	21400
17806	Marine Inst. Div. Dir.	18700	23400	18700	23400
17807	Marine Inst. Assoc. Dir.	19600	24500	19600	24500
17808	Marine Institute Director	0	28000	0	28000
17811	Ocean Research Vessel Mate	5400	7344	6144	8400
17812	Ocean Research Vessel Capt.	8784	12000	10032	13728
17813	Oceanographic Boat Captain	7344	10032	8400	11472

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
17815	Research Vessel Fleet Supv.	9600	13128	10992	15000
18050	Ind. Dev. Representative	13128	17150	14328	18700
18051	Ind. Dev. Chief	17900	23400	19600	25600
18056	Ind. Dev. Economist A	10992	14328	12000	15675
18057	Ind. Dev. Economist B	13128	17150	14328	18700
18058	Ind. Dev. Chief Economist	15675	20500	17150	22400
18061	Community Development Chief	14328	18700	15675	20500
18062	Ind. Dev. Pub. Rel. Chief	13128	17150	14328	18700
18063	Ind. Dev. Asst. Dir.	17900	23400	19600	25600
18064	Ind. Dev. Representative Asst.	9168	12000	10032	13128
18065	Community Development Rep.	13128	17150	14328	18700
18073	Internat. Trade and Dev. Asst.	13128	17150	14328	18700
18074	Internat. Trade and Dev. Chief	15675	20500	17150	22400
18103	Sport Fishing Promotion Rep.	9168	12528	10032	13728
18162	State Planning Assistant	7680	10512	8040	10992
18163	State Planner	10032	13728	10512	14328
18164	Senior State Planner	12000	15000	12528	15675
18165	Planning Section Chief	13128	16400	13728	17150
18166	Planning Program Supervisor	15000	18700	15675	19600
18183	State Federal Assistance Repr.	12000	15000	12528	15675
18184	State Coord. Plng. Districts	16400	20500	17150	21400
18186	St. Pln. Prog. Coord. for the Aged	13128	16400	13728	17150
18200	Deputy Director of Planning	17900	22400	18700	23400
18202	Community Planning Chief	13728	17150	14328	17900
18203	Senior Community Planner	13128	16400	13728	17150
18204	Community Planner	10992	13728	11472	14328
18205	Community Planning Tech.	8400	10512	8784	10992
18207	Public Administration Chief	13728	17150	14328	17900
18208	Community Affairs Repr.	10032	13728	10512	14328
18211	Plng. Research Economist Chief	15675	20500	17150	22400
18212	Plng. Research Economist B	13128	17150	14328	18700
18213	Plng. Research Economist A	10992	14328	12000	15675
18214	Plng. Research Economist Asst.	9168	12000	10032	13128
18304	Child Dev. Com. Rel. Spec.	8040	10512	8400	10992
18305	Child Dev. Reg. Planning Coord.	11472	15000	12000	15675
18306	State Coord. Child Dev. Studies	13128	17150	13728	17500
18308	Special Programs Asst. Dir.	13728	17900	14328	18700
18309	Special Programs Dir.	15675	20500	16400	21400
18402	Technical Support Chief	10032	13728	10992	15000
18503	Travel Agency Counselor Ny.	8400	11472	9168	12528
18504	Travel Agency Supervisor Ny.	9168	12528	10032	13728
18994	Cons. and Econ. Dev. Exec. Asst.	13128	17900	13728	18700
18995	Conservation Deputy Director	17900	22400	18700	23400
18996	Cons. and Econ. Dev. Staff Asst.	10032	13728	10512	14328
20109	Exec. Sec. Council on Educ. TV	0	15675	0	15675

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
21002	Med. Soc. Services Reviewer A	7032	9600	7680	10512
21003	Med. Soc. Services Reviewer B	7680	10512	8400	11472
21005	Med. Assistance Oper. Supv.	8784	12000	9600	13128
21006	Med. Assistance Serv. Supv.	10512	14328	11472	15675
21007	Med. Soc. Serv. Dir.	10992	15000	12000	16400
21011	Medical Fac. Develop. Coord.	8784	12000	9600	13128
21013	Nursing Home Consultant	8400	11472	9168	12528
21014	Medical Facilities Director	14328	19600	15675	21400
21015	Medical Facil. Asst. Dir.	10512	14328	11472	15675
21016	Nursing Home Inspection Supv.	8784	12000	9600	13128
21017	Hospital Inspector	8784	12000	9600	13128
21018	Medical Facilities Certif. Insp.	8784	12000	9600	13128
21019	Medical Facil. Insp. Supv.	9600	13128	10512	14328
21053	Capitol Parking Facilities Mgr.	7032	9600	7680	10512
21054	Property and Facilities Coord.	12000	15675	13128	17150
21062	Comm. Colleges Instr. Asst.	6720	9168	7344	10032
21075	Commonwealth Intern	6800	8000	7680	8784
21085	Univ. Central Recds. Admin.	8040	10992	8784	12000
21103	Medical Records Transcriber	4704	5880	5160	6432
21125	Child and Youth Comm. Exec. Dir.	11472	13728	12528	15000
21135	Hwy. Central Records Supv.	8040	10992	8784	12000
21149	Driver Infor. Requests Dept. Mgr.	10032	13728	10992	15000
21152	Hospital Accounts Collector A	5880	8040	5880	8040
21153	Hospital Accounts Collector B	7032	9600	7032	9600
21154	Hosp. Accts. Coll. Asst. Manager	8400	11472	8400	11472
21155	Hospital Accts. Coll. Manager	10032	13728	10032	13728
21161	Public Health Staff Assistant	8784	11472	9600	12528
21178	Mat. and Child Ser. Admin. Supv.	9600	13128	10512	14328
21188	State Health Admin. Dir.	17150	23400	18700	25600
21196	Driver Imprvmt. Analyst	8784	10992	9600	12000
21198	Driver Imprvmt. Asst. Dept. Mgr.	10032	13728	10992	15000
21202	Clerk A	3744	4704	4128	5160
21203	Clerk B	4128	5400	4512	5880
21204	Clerk C	4920	6432	5400	7032
21205	Clerk D	5880	7680	6432	8400
21212	Clerk Typist A	3936	4920	4320	5400
21213	Clerk Typist B	4320	5640	4704	6144
21214	Clerk Typist C	4920	6432	5400	7032
21222	Clerk Stenographer A	4320	5160	4704	5640
21223	Clerk Stenographer B	4704	5880	5160	6432
21224	Clerk Stenographer C	5160	6720	5640	7344
21225	Clerk Stenographer D	5880	7680	6144	8040
21226	Confidential Secretary	0	8400	0	9168
21231	Clerk Messenger A	3744	4704	4128	5160
21232	Clerk Messenger B	4128	5400	4512	5880

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
21245	Hearings Stenographer	6720	8784	7344	9600
21252	Calculating Machine Operator	4704	6144	5160	6720
21253	Calculating Mach. Supervisor A	5160	6720	5640	7344
21267	Hwy. Gen. Ser. Supv.	11472	15675	12528	17150
21277	Work Process Centers Spec.	6144	8400	6720	9168
21278	Work Process Centers Mgr.	7344	10032	8040	10992
21285	Unit Manager	5880	7680	6432	8400
21286	Unit Manager Asst. Supv.	7032	9600	7032	9600
21287	Unit Manager Supv.	8040	10992	8040	10992
21297	Univcity Photo Ser. Supv.	8040	10992	8784	12000
21302	Switchboard Operator A	4320	5640	4794	6144
21303	Switchboard Operator B	4704	6432	5160	7032
21304	Switchboard Supervisor A	5400	7344	5880	8040
21305	Switchboard Supervisor B	6432	8784	7032	9600
21313	Wel. and Instit. Adm. Dir. Asst.	11472	15675	12528	17150
21315	Wel. and Instit. Adm. Dir.	14328	19600	15675	21400
21316	Wel. and Inst. Asst. Dir.	18700	23400	20500	25600
21333	Photocopy Equipm. Oper. B	4128	5400	4512	5880
21334	Photocopy Equipm. Oper. C	4920	6432	5400	7032
21335	Offset Dupli. Mach. Oper. A	4704	6432	5160	7032
21336	Offset Dupli. Mach. Oper. B	5160	7032	5640	7680
21337	Duplicating Serv. Supv. A	5880	8040	6432	8784
21338	Duplicating Serv. Supv. B	7032	9600	7680	10512
21341	Spec. Health Ser. Admin. Dir.	12000	16400	13128	17900
21342	Med. and Hosp. Serv. Adm. Dir.	13128	17900	14328	19600
21343	Appalachia Hlth. Program Dir.	12528	17150	13728	18700
21346	Medical Assistance Prog. Admin.	12000	16400	13128	17900
21347	Medical Assistance Prog. Repr.	8784	12000	9600	13128
21348	Medical Asst. Prog. Repr. Supv.	9600	13128	10512	14328
21349	Medical Assistance Hear. Spec.	7680	10512	8400	11472
21351	Health Dist. Admin. Supv. A	8784	12000	9600	13128
21352	Local Health Ser. Adm. Supv.	10512	14328	11472	15675
21353	Local Health Ser. Amd. Dir.	13128	17900	14328	19600
21354	Health Dist. Admin. Supv. B	10512	14328	11472	15675
21355	Medical Serv. Coord.	8040	10992	8784	12000
21372	Hwy. Research Adm. Supv.	8040	10992	8784	12000
21383	Vehicle Mgmt. Senior Eng.	9600	12528	10512	13728
21384	Vehicle Management Engineer	8400	10992	9168	12000
21388	Veh. Mgmt. Eng. Dept. Mgr.	11472	15675	12528	17150
21395	Dental Exam. Bd. Admin. Invest.	7680	10992	8400	12000
21402	Flight Instructor	8784	12000	9600	13128
21403	Executive Pilot	13128	18700	14328	20500
21404	Chief Flight Instructor	9600	13128	10512	14328
21412	Facilities Coordinator	7032	9600	7680	10512
21439	Exec. Sec. Comm. of Arts and Hum.	0	16800	0	18700

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
21443	Conf. Pens and Surety Bond Adm.	8784	12000	9600	13128
21452	Registration Bds. Invest.	7032	9168	7680	10032
21453	Registration Bds. Asst. Dir.	11472	15000	12528	16400
21454	Registration Bds. Chief Invest.	8040	10992	8784	12000
21455	Registration Bds. Administrator	7680	10512	8400	11472
21456	Registration Bds. License Exam.	5640	7680	6144	8400
21457	Registration Bds. Staff Asst.	8784	12000	9600	13128
21463	Exec. Sec. Bd. of Funeral Dir.	9168	12000	10032	13128
21483	Retirement Sys. Asst. Dir.	16400	20500	17900	22400
21484	Retirement Sys. Trust Officer	8784	12000	8784	12000
21493	Veh. Br. Off. Manager	8784	12000	9600	13128
21501	Ment. Hosp. Reimb. Invest. B	8040	10992	8040	10992
21502	Ment. Hosp. Reimb. Invest. A	7680	10512	7680	10512
21503	Ment. Hosp. Reimb. Director	12000	16400	12000	16400
21504	Ment. Hosp. Reimb. Asst. Dir.	8784	12000	8784	12000
21513	Workmen's Comp. Claims Asst.	6432	8784	7032	9600
21514	Workmen's Comp. Insurance Asst.	6432	8784	7032	9600
21525	Hwy. Claims Supervisor	9600	12528	10512	13728
21553	Audit Reports and Acctng. Supv.	8784	12000	8784	12000
21563	Marine Institute Adm. Supv.	11472	15675	12528	17150
21578	Asst. to Director VIBC	10032	12528	10992	13728
21582	Cent. Personnel Rec. Asst. Supv.	7680	10512	8400	11472
21583	Central Personnel Rec. Supv.	10032	13728	10992	15000
21593	Fisheries Adm. Officer	7680	10512	8400	11472
21604	Bailiff	6144	8400	6720	9168
21605	Senior Bailiff	6720	9168	7344	10032
21615	Veh. Infor. Disp. and Mail Supv.	6432	8784	7032	9600
21618	Veh. Off. Ser. Asst. Dept. Mgr.	9168	12528	10032	13728
21619	Veh. Off. Ser. Dept. Mgr.	10032	13728	10992	15000
21622	Veh. Dealer and Lic. Supv.	7680	10512	8400	11472
21623	Vehicle Title Supv. A	6432	8784	7032	9600
21624	Vehicle Title Supv. B	8400	11472	9168	12528
21627	Titles and Regis. Asst. Dept. Mgr.	10032	13728	10992	15000
21628	Titles and Regis. Dept. Mgr.	12528	17150	13728	18700
21629	Veh. Services Admin.	15000	18700	16400	20500
21632	Vehicle Central Records Supv.	8040	10992	8784	12000
21639	Veh. Mgmt. Operations Admin.	15000	18700	16400	20500
21641	Veh. Oper. Lic. Records Supv.	6432	8784	7032	9600
21647	Driver Licensing Asst. Dept. Mgr.	10032	13728	10992	15000
21648	Driver Licensing Dept. Mgr.	12528	17150	13728	18700
21649	Veh. Driver Services Admin.	15000	18700	16400	20500
21655	Word Processing Ctr. Mgr.	8040	10992	8784	12000
21657	Veh. Infor. Req. Asst. Dept. Mgr.	10032	13728	10992	15000
21658	Veh. Infor. Requests Dept. Mgr.	12528	17150	13728	18700
21671	Veh. Field Ser. Rep. A	6720	8784	7344	9600



Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
21672	Veh. Field Ser. Rep. B	7032	9168	7680	10032
21673	Veh. Regional Rep.	7680	10032	8400	10992
21674	Veh. Field Ser. Specialist	8784	12000	9600	13128
21675	Veh. Asst. Regional Mgr.	9600	13128	10512	14328
21676	Veh. Regional Mgr.	10512	14328	11472	15675
21679	Veh. Field Ser. Admn.	15000	18700	16400	20500
21689	Exec. Dir. Cncl. on Environment	0	16400	0	17150
21695	Assistant Adjutant General	10512	13728	11472	15000
21696	Military Affairs Staff Asst.	8784	11472	9600	12528
21702	Drug Abuse Cont. Reg. Coord.	8784	12000	9600	13128
21705	Drug Abuse Cont. Educ. Coord.	8784	12000	9600	13128
21706	Drug Abuse Con. Educ. Coord.	10992	14328	12000	15675
21707	Drug Abuse Con. Rehab. Coord.	10992	14328	12000	15675
21708	Drug Abuse Con. Asst. Exec. Dir.	12000	15675	13128	17150
21713	St. Police Accident Rec. Supv.	8400	11472	9168	12528
21721	Ment. Hosp. Adm. Services Supv.	13128	17150	13128	17150
21722	Ment. Hosp. Asst. Dir. Adm. A	13128	17150	13128	17150
21723	Ment. Hosp. Asst. Dir. Adm. B	15675	21400	15675	21400
21724	Ment. Hosp. Asst. Dir. Adm. C	18700	24500	18700	24500
21731	Dev. Disab. Regional Dir.	12528	15675	13728	17150
21733	En. Hy. Training Dir.	15675	19600	17150	21400
21734	Devel. Disab. Prog. Dir.	15675	19600	17150	21400
21740	Men. Hyg. Research Director	17150	22400	18700	24500
21741	Dir. of MH Clinics and Centers	0	20000	0	22400
21742	Dir. of Drug Abuse Prog.	15675	19600	17150	21400
21743	Ment. Hyg. Epidemiologist	14328	17900	15675	19600
21744	Ment. Hyg. Admin. Services Dir.	15675	21400	17150	23400
21745	Mental Hygiene Dep. Comm.	0	32500	0	34800
21746	Ment. Hygiene Asst. Comr. Adm.	23400	28000	25600	30600
21747	Ment. Hyg. Asst. Comr. for Comm. AF	23400	28000	25600	30600
21748	Dir. Prog. Dev. for Comm. Affairs	14328	17900	15675	19600
21749	Asst. Comm. for Prof. Affairs	23400	28000	25600	30600
21753	Asst. Comr. of Labor	15000	20500	16400	22400
21763	Compensation Bd. Exec. Sec.	13128	17900	14328	19600
21772	Deaf and Bl. Sch. Bus. Mgr. A	9600	13128	10512	14328
21773	Deaf and Bl. Sch. Bus. Mgr. B	11472	15675	12528	17150
21783	Student Act. Bldg. Manager	6432	8400	7032	9168
21797	Financial Aid and Plcmt. Spec.	9600	13128	10512	14328
21801	Industrial Comm. Secretary of	8400	10992	9168	12000
21802	Industrial Comm. Clerk of	10512	13128	11472	14328
21803	Workmen's Comp. Claims Exam.	13128	17150	14328	18700
21804	Workmen's Comp. Ins. Supv.	12000	15675	13128	17150
21812	Athletic Comm. Secretary	0	10032	0	10992
21835	Exec. Sec. Board of Contractors	9168	12000	10032	13128
21845	Governor's Off. Press Sec.	0	20500	0	22400

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
21852	Election Board Assistant	7680	10512	8400	11472
21871	Med. Examining Bd. Exec. Sec.	7680	10512	8400	11472
21883	Ports Authority Deputy Dir.	0	22400	0	24500
21895	Veh. Fiscal Director	16400	19600	17900	21400
21896	Veh. Cont. and Real Est. Ex. Asst.	16400	19600	17900	21400
21897	Veh. Citizen Ser. Exec. Asst.	16400	19600	17900	21400
21898	Mtr. Veh. Asst. Comm. for Oprtns.	18700	22400	20500	24500
21899	Mtr. Veh. Asst. Comm. for Develop.	18700	22400	20500	24500
21902	Apple Comm. Adm. Asst.	10032	13728	10992	15000
21903	Apple Comm. Secretary	11472	15675	12528	17150
21904	Apple Comm. Mktg. Specialist	9600	13128	10512	14328
21911	Dir. of Ser. and Admn. Visu. Hand.	12000	15675	13128	17150
21913	Dir. of Rehab. Vis. Handl.	13128	17150	14328	18700
21914	Dir. of Spec. Ser. Vis. Handl.	13128	17150	14328	18700
21924	Gunston Hall Manager	6432	8400	7032	9168
21925	Gunston Hall Director	0	13728	0	15000
21933	Civil Defense Planner	8784	11472	9600	12528
21944	Records Examiner	9168	12000	10032	13128
21945	State Records Administrator	10992	14328	12000	15675
21964	Hwy. Inv. Cont. Coord.	7680	10032	8400	10992
21971	Chief Clk. Office Sec. of Comm.	7680	10512	8400	11472
21972	Asst. to the Sec. of the Comm.	10032	13728	10992	15000
21984	Civil Def. Asst. Reg. Coord.	8400	11472	9168	12528
21985	Civil Def. Reg. Coord.	9168	12528	10032	13728
21987	Civil Def. Asst. Coord. Oper.	12000	15675	13128	17150
21988	Agric. and Wel. Emer. Res. Coord.	9168	12528	10032	13728
21989	Civil Def. Radiol. Main. Chief	8784	12000	9600	13128
21990	Civ. Def. Hlth. Mobilization Ofcr.	8040	10992	8784	12000
21992	Civil Def. Trng. Off.	8784	12000	9600	13128
21993	Civil Def. Planning Tech.	7032	9168	7680	10032
21994	Civil Def. Planning Off.	9168	12675	10032	14328
21996	Civil Def. Radiological Officer	9168	12528	10032	13728
21997	Civil Def. Comm. Ofcr.	9168	12528	10032	13728
21998	Civil Def. Asst. Coord. Loc. Affrs.	12000	15675	13128	17150
21999	Civil Def. Asst. Coord. Admin.	12000	15675	13128	17150
22012	Statistician A	6144	8400	6720	9168
22013	Statistician B	7680	10512	8400	11472
22014	Statistician C	9600	13128	10512	14328
22023	Vital Statistics Supv.	6432	8784	7032	9600
22024	Registration Serv. Field Repr.	7680	10512	8400	11472
22025	Health Stat. Dir. and St. Registr.	14328	19600	15675	21400
22026	Registration Services Supv.	9600	13128	10512	14328
22027	Biostatistician B	12000	16400	13128	17900
22028	Biostatistician A	9600	13128	10512	14328
22042	Manpower Research Anal. Tr.	0	7344	0	8040

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
22043	Manpower Research Anal. A	7680	10512	8400	11472
22044	Manpower Research Anal. B	8784	12000	9600	13128
22045	Manpower Research Anal. C	9600	13128	10512	14328
22047	Manpower Research Asst. Chief	10512	14328	11472	15675
22102	Accounting Machine Oper. Tr.	0	4512	0	4920
22103	Accounting Machine Oper. A	4920	6432	5400	7032
22104	Accounting Machine Oper. B	5640	7680	6144	8400
22105	Key Punch Supv.	6432	8784	7032	9600
22106	Accounting Machine Supv. A	6432	8784	7032	9600
22107	Accounting Machine Supv. B	7032	9600	7680	10512
22108	Accounting Machine Supv. C	8400	11472	9168	12528
22121	Computer Operator Trainee	5880	6720	5880	6720
22122	Computer Operator A	6720	8784	6720	8784
22123	Computer Operator B	7344	9600	7344	9600
22124	Computer Operator Supervisor	8400	10992	8400	10992
22125	Computer Programmer Trainee	7344	8784	7344	9168
22126	Computer Programmer A	9168	11472	9168	12000
22127	Computer Programmer B	10512	13128	10512	13728
22128	Computer Programmer Supervisor	10992	14328	10992	15000
22129	Computer Systems Analyst Tr.	8784	10512	8784	10992
22131	Computer Systems Analyst A	10992	14328	10992	15000
22132	Computer Systems Analyst B	12000	15675	12000	16400
22133	Software Systems Programmer A	10992	14328	10992	15000
22134	Software Systems Programmer B	12000	15675	12000	16400
22135	Computer Operations Supervisor	10512	13128	10512	13728
22136	ADP Manager A	13728	17150	13728	17900
22137	ADP Manager B	15675	19600	15675	20500
22138	Computer Systems Dev. Supv.	12528	16400	12528	17150
22139	Software and Comm. Tech. Spec.	15000	18700	15000	19600
22141	State ADP Proj. Dev. Coord.	16400	20500	16400	21400
22201	Welfare Res. Analyst	7680	10512	8400	11472
22203	Wel. Res. and Reporting Asst. Dir.	11472	15675	12528	17150
22204	Wel. Res. and Reporting Dir.	13128	17900	14328	19600
22225	Res. and Rep. Supv. Vis. Handl.	10992	15000	12000	16400
22428	State Health Data Sys. Dir.	15675	19600	15675	20500
22445	Dir. of Systems Dev. and Cont.	15675	19600	15675	20500
22962	Research Economist Asst. Ports	9168	12000	10032	13128
22963	Research Economist Ports	13128	17150	14328	18700
22973	State Tax Admin. Officer	10032	13728	10992	15000
22974	Asst. State Tax Commissioner	16400	22400	17900	24500
23024	Exec. Off. Ctl. Acct. Asst. Supv.	7344	9600	7344	9600
23025	Exec. Off. Ctl. Acct. Supv.	9600	13128	9600	13128
23046	VCU Audit and Sys. Supv.	11472	15675	11472	15675
23062	Comm. Colleges Audit Supv.	11472	15675	11472	15675
23081	Internal Auditor	10512	14328	10512	14328

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
23082	Auditor Assistant	0	7680	0	7680
23083	Auditor A	8040	10512	8040	10512
23084	Auditor B	9600	13128	9600	13128
23085	Staff Auditor	8784	12000	8784	12000
23086	Auditor Supervisor	10512	14328	10512	14328
23087	Pub. Acct. Audit Dir.	13728	18700	15000	20500
23088	Asst. Add. of Pub. Accts. Adm. Sys.	17900	22400	19600	24500
23092	Systems Accountant Asst.	8784	12000	8784	12000
23093	Systems Accountant	10512	14328	10512	14328
23094	Systems Accountant Supv.	13128	17900	13128	17900
23108	University Comptroller	14328	19600	14328	19600
23115	Research Contracts Admin.	13128	17900	14328	19600
23125	VCU Grants and Contracts Admin.	10512	14328	11472	15675
23135	Grant Programs Acct.	9600	13128	9600	13128
23142	Real Estate Appraiser A	7680	9168	8400	10512
23143	Real Estate Appraiser B	9168	12528	10032	14328
23144	Real Estate Mapping Supv.	10032	13728	10992	15675
23145	Real Est. Appr. and Mapping Dir.	13728	18700	15000	21400
23301	Fiscal and Acct. Tech.	7032	9600	7032	9600
23302	Accountant A	5880	7680	5880	7680
23303	Accountant B	8784	12000	8784	12000
23304	Accountant C	10512	14328	10512	14328
23305	Accountant D	13128	17900	13128	17900
23306	Agency Fiscal Director	14328	19600	14328	19600
23307	Assistant Comptroller	17900	22400	19600	24500
23352	Bookkeeping Mach. Oper. A	4320	5880	4704	6432
23353	Bookkeeping Mach. Oper. B	5160	7032	5640	7680
23404	Emp. Comm. Budget Analyst	8040	10992	8040	10992
23405	Employment Bus. Mgmt. Chief	13728	18700	15000	20500
23526	State Scholar Loan Coll. Spec.	7680	10512	8400	11472
23527	State Scholar Loan Coll. Off.	9600	12528	10512	13728
23552	Insurance Analyst	10992	15000	12000	16400
23602	Cashier A	5400	7344	5880	8040
23603	Cashier B	6720	9168	7344	10032
23702	Sales Tax Fld. Oper. Asst. Supv.	10512	14328	11472	15675
23703	Sales Tax Dist. Audit Supv.	9168	12528	9168	12528
23704	Sales Tax District Supervisor	10512	14328	10512	14328
23705	Sales Tax Field Oper. Supv.	11472	15675	12528	17150
23706	Sales Tax Adm. Supv.	11472	15675	12528	17150
23707	Sales and Use Tax Director	15000	19600	16400	21400
23708	Sales Tax Interstate Auditor	9600	13128	10512	14328
23709	Sales Tax Interstate Aud. Supv.	11472	15675	12528	17150
23725	State Tax Admin. Anal. A	8400	11472	9168	12528
23729	State Tax Sys. and Admin. Dir.	15000	19600	16400	21400
23737	Inherit. and Gift Tax Div. Dir.	11472	15675	12528	17150

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
23739	State Tax Admi.. Ser. Dir.	13728	17900	15000	19600
23752	Ret. and Soc. Sec. Supv.	6720	9168	7344	10032
23802	Tax Examiner A	5400	7344	5400	7344
23803	Tax Examiner B	6720	9168	6720	9168
23804	Tax Examiner C	8400	11472	8400	11472
23805	Tax Division Director	10032	13728	10992	15000
23806	Tax Field Representative	10032	13728	10032	13728
23807	Withholding Tax Director	12000	16400	13128	17900
23812	Gasoline Tax Refund Supv.	6432	8784	6432	8784
23812	Motor Fuels Tax Audit Supv.	9600	13128	9600	13128
23816	Mtr. Fuels Tax Coll. Admin. Supv.	6432	8784	7032	9600
23818	Fuels Tax Dept. Mgr.	12528	17150	13728	18700
23863	Educ. Inst. Business Mgr. A	13128	17900	14328	19600
23864	Educ. Inst. Business Mgr. B	14328	19600	15675	21400
23865	University Services Coord.	7680	10512	8400	11472
23905	VARC Business Manager	12000	16400	12000	16400
23934	Hwy. Saf. Gr. and Fis. Asst. Supv.	9600	13128	9600	13128
23935	Hwy. Saf. Gr. and Fis. Supv.	11472	15675	11472	15675
23941	Budget Adm. Officer	10992	15000	12000	16400
23945	Capital Outlay Accountant	6144	8400	6720	9168
23946	Budget Examiner B	14328	19600	14328	19600
23947	Deputy Dir. of the Budget	18700	23400	20500	25600
23948	Budget Examiner A	10992	15000	10992	15000
23949	Asst. Dir. of the Budget	0	20500	0	20500
23955	St. Pol. Asst. Prop. and Fin. Ofcr.	10992	14328	12000	15675
23956	St. Police Property and Fin. Ofc.	13128	17150	14328	18700
23972	Hwy. Fiscal Management Asst.	13128	17150	14328	18700
23973	Hwy. Fiscal Director	15000	19600	16400	21400
23990	Treas. Data Contr. Coord.	7344	10032	8040	10992
23991	State Trust Funds Accountant	6720	9168	7344	10032
23992	State Funds Trust Officer	10512	14328	11472	15675
23993	St. Treasury Adm. Officer	12000	16400	13128	17900
23994	Securities Officer	8784	12000	9600	13128
23995	Assistant Treasurer	14328	19600	15675	21400
23996	Unclaimed Property Act Admin.	12000	16400	13128	17900
23999	Chief Deputy Treas.	18700	23400	20500	25600
24011	Emp. and Clims Interviewer	6720	9168	7344	10032
24012	Emp. Interviewer Supv.	7344	10032	8040	10992
24013	Employer Services Rep.	7680	10512	8400	11472
24014	Emp. Off. Manager A	8400	11472	9168	12528
24015	Emp. Off. Manager B	9168	12528	10032	13728
24016	Emp. Off. Manager C	10032	13728	10992	15000
24017	Emp. Security Field Supv.	11472	15675	12528	17150
24150	St. Pol. Pers. and Training Dir.	13128	17150	14328	18700
24182	Administration Asst. Dir. Agric.	11472	15675	12528	17150

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
24400	Unemp. Claims Deputy A	7032	9600	7680	10512
24401	Unemployment Claims Deputy B	8040	10992	8784	12000
24402	Unemp. Claims Invest.	7344	10032	8040	10992
24404	Unemp. Cl. Oper. and Proced. Anal.	8784	12000	9600	13128
24405	Unemp. Payments Asst. Supv.	10032	13728	10992	15000
24406	Unemp. Payments Supv.	11472	15675	12528	17150
24407	U. C. Hearings Officer A	10512	14328	11472	15675
24408	U. C. Hearings Officer B	11472	15675	12528	17150
24409	Unemp. Compensation Director	14328	19600	15675	21400
24411	Interstate Prog. Coord.	9168	12528	10032	13728
24412	U. C. Central Records Supv.	8040	10992	8784	12000
24413	Unemployment Compensation Supv.	8040	10992	8784	12000
24414	Interstate Unemp. Claims Supv.	8784	12000	9600	13128
24415	Federal Unemp. Claims Supv.	9600	13128	10512	14328
24416	Unemp. Comp. Exper. Rating Supv.	9168	12528	10032	13728
24417	Federal Unemp. Claims Asst. Supv.	8784	12000	9600	13128
24418	Unemp. Comp. Asst. Dir.	12528	17150	13728	18700
24501	State Job Anal. A	10032	13728	10992	15000
24502	Personnel Technician Trainee	7032	7680	7680	8400
24503	State Job Anal. B	10992	15000	12000	16400
24504	State Personnel Class. Chief	14328	19600	15675	21400
24506	Dep. Dir. of Personnel	18700	23400	20500	25600
24507	Personnel Technician	7680	10512	8400	11472
24508	State Personnel Exam. Supv.	10032	13728	10992	15000
24509	State Personnel Recruit. Supv.	10032	13728	10992	15000
24511	St. Pers. IPA Coord.	10992	15000	12000	16400
24512	State Personnel Recruiter	7344	10032	8040	10992
24513	State Per. Staff Dev. Coord.	12000	16400	13128	17900
24514	State Per. Manpower Anal.	10032	13728	10992	15000
24515	Personnel Management Analyst	0	10032	0	10992
24552	Placement Interviewer	6720	9168	7344	10032
24553	Agency Personnel Supervisor A	7032	9600	7680	10512
24554	Agency Personnel Supervisor B	9168	12528	10032	13728
24555	Agency Personnel Director	13128	17900	14328	19600
24556	Agency Personnel Supervisor C	10992	15000	12000	16400
24604	Merit System Supervisor	13128	17900	14328	19600
24703	Apprenticeship Repr.	8784	12000	9600	13128
24704	Apprenticeship Program Dir.	10992	15000	12000	16400
24752	Technical Assistance Repr.	10032	13728	10512	14328
24755	Econ. Opportunity Prog. Chief	14328	17900	15000	18700
24801	Employment Advisor	5640	7680	5880	8040
24802	Emp. Counselor A	7032	8784	8400	9168
24803	Emp. Counselor B	7680	10512	8400	11472
24804	Emp. Counselor C	8400	11472	9168	12528
24805	Emp. Services Coordinator A	8040	10992	8784	12000

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
24806	Emp. Services Coordinator B	8784	12000	9600	13128
24807	Emp. Services Coordinator C	10512	14328	11472	15675
24851	Emp. Security Training Supv. A	8040	10992	8784	12000
24853	Emp. Off. Oper. Analyst	8784	12000	9600	13128
24854	Emp. Comm. Mgr. Analyst	9600	13128	10512	14328
24855	Emp. Comm. Mgmt. Anal. Supv.	10512	14328	11472	15675
24856	Farm Placement Supv. A	7032	9600	7680	10512
24857	Farm Placement Supv. B	10512	14328	11472	15675
24859	Emp. Service Director	14328	19600	15675	21400
24860	Emp. Service Asst. Dir.	12528	17150	13728	18700
24861	Emp. Security Staff Asst.	10032	13728	10992	15000
24862	Industrial Services Specialist	8784	12000	9600	13128
24863	Emp. Rel. and Placement Supv. A	8784	12000	9600	13128
24864	Emp. Rel. and Placement Supv. B	10512	14328	11472	15675
24866	Manpower Services Coord. B	9600	13128	10512	14328
24867	Manpower Services Coord. A	8784	12000	9600	13128
24868	Manpower Services Supv.	10512	14328	11472	15675
24869	Emp. Comm. Dep. Comm.	15675	21400	17150	23400
24871	U. C. Liability Determ. Trainee	7344	8040	8040	8784
24872	U. C. Liability Determ. Repr.	8400	11472	9168	12528
24873	U. C. Liability Determ. Supv.	10512	14328	11472	15675
24874	Employer Accounts Supervisor	11472	15675	12528	17150
24875	U. C. Liability Determ. Fld. Supv.	9168	12528	10032	13728
24883	Unemp. Tax Asst. Supv.	8040	10992	8784	12000
24884	Unemp. Tax Supv.	9168	12528	10032	13728
24964	Hwy. Personnel and Org. Asst. Dir.	12528	17150	13728	18700
24965	Hwy. Personnel and Org. Dir.	15000	19600	16400	21400
25051	ABC Store Porter	4320	5640	4704	6144
25052	ABC Store Clerk Assistant	4704	6144	5160	6720
25053	ABC Store Clerk	5880	7680	6432	8400
25056	ABC Store Manager Assistant A	6720	8784	7344	9600
25057	ABC Store Manager A	8040	10512	8784	11472
25058	ABC Store Manager Assistant B	7032	9168	7680	10032
25059	ABC Store Manager B	8400	10992	9168	12000
25063	ABC Stores Supervisor	9600	12528	10512	13728
25064	ABC Stores Examiner	8784	11472	9600	12528
25065	ABC Stores Director Assistant	10512	14328	11472	15675
25066	ABC Stores Director	12528	17150	13728	18700
25151	ABC Store Porter	4320	5880	4704	6432
25152	ABC Store Clerk Assistant	4704	6432	4920	6720
25153	ABC Store Clerk	5880	8040	6144	8400
25156	ABC Store Manager Assistant A	6720	9168	7032	9600
25157	ABC Store Manager A	8040	10992	8400	11472
25158	ABC Store Manager Assistant B	7032	9600	7344	10032
25159	ABC Store Manager B	8400	11472	8784	12000

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
25202	Ferryboat Purser	5160	6720	5640	7344
25212	Toll Collector	5880	7680	6432	8400
25302	Storekeeper Porter	3600	4512	3936	4920
25303	Storekeeper Helper	4320	5640	4704	6144
25304	Storekeeper Assistant	4704	6144	5160	6720
25305	Storekeeper Foreman	5400	7032	5880	7680
25306	Storekeeper Supervisor A	5400	7032	5880	7680
25307	Storekeeper Supervisor B	6144	8040	6720	8784
25308	Storekeeper Supervisor C	6720	8784	7344	9600
25404	Warehouse Superintendent A	6720	8784	7344	9600
25405	Warehouse Superintendent B	8400	11472	9168	12528
25502	Store Clerk A	3744	5160	4128	5640
25503	Store Clerk B	4704	6432	5160	7032
25504	Store Manager A	5400	7344	5880	8040
25505	Store Manager B	5880	8040	6432	8784
25506	Store Manager C	6432	8784	7032	9600
25605	Central Warehouse Manager	11472	15675	12528	17150
25608	Central Supply Dist. Ctr. Supv.	9168	12528	10032	13728
26051	Materials Value Analyst	9168	12528	9600	13128
26052	Buyer Assistant	5640	7680	5880	8040
26053	Buyer	8400	11472	8784	12000
26055	Purchasing Procedures Analyst	10032	13728	10512	14328
26056	Purch. and Supply Inven. Spec.	10032	13728	10512	14328
26057	Purchase Manager	13728	18700	14328	19600
26058	Purch. and Supply Adm. Dir.	13728	18700	14328	19600
26059	Asst. Dir. St. Pur. and Supply	16400	20500	17150	21400
26062	Pur. and Stores Supervisor A	6432	8784	6720	9168
26063	Pur. and Stores Director A	12000	16400	12528	17150
26064	Pur. and Stores Director B	13128	17150	13728	17900
26065	Pur. and Stores Director C	15000	19600	15675	20500
26066	Pur. and Stores Supervisor B	8400	11472	8784	12000
26067	Pur. and Stores Supervisor C	9600	13128	10032	13728
26073	Surplus Property Agent	7680	10512	8040	10992
26083	Printing Manager	12000	15675	12528	16400
26091	Fed. Surplus Property Agent	7680	10512	8040	10992
26092	Fed. Surplus Prop. Asst. Manager	10512	14328	10992	15000
26093	Fed. Surplus Property Manager	11472	15675	12000	16400
26304	Comm. Colleges Procurement Coord.	12000	16400	12528	17150
26313	Physics Procurement Supervisor	7032	9600	7344	10032
27004	Port Traffic Analyst	9600	12528	10512	13728
27005	Ports Asst. Dir. of Traffic	12000	15675	13128	17150
27051	Port Terminal Police Officer	6144	8400	6720	9168
27052	Port Terminal Police Sergeant	6720	9168	7344	10032
27053	Port Terminal Police Chief	8040	10512	8784	11472
27054	Port Terminal Maint. Frmn.	7032	9600	7680	10512



Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
27055	Port Terminal Manager	10512	14328	11472	15675
27056	Port Operation Asst. Dir.	0	19600	0	21400
27057	Port Police Lt.	7032	9600	7680	10512
27207	University Traf. and Pk. Mgr.	9168	12000	10032	13128
27504	Toll Facilities Dir.	15000	19600	16400	21400
27701	Port Traf. Sol. Asst.	6144	8040	6720	8784
27703	Port Traffic Solicitor A	10512	13128	11472	14328
27704	Port Traffic Solicitor B	13128	15675	14328	17150
27705	Ports Auth. Comm. Devel. Dir.	17900	21400	19600	23400
27706	Foreign Trade Repr. B	15000	18700	16400	20500
27708	Foreign Trade Repr. A	13128	16400	14328	17900
27709	Port Auth. Asst. Dir. Comm. Dev.	14328	17900	15675	19600
27733	Ports Director of Traffic	13728	17900	15000	19600
28001	ABC Inspector	7680	10032	8400	10992
28002	ABC Inspection Supv.	9600	12528	10512	13728
28003	ABC Inspection Auditor	8784	11472	9600	12528
28004	ABC Inspection Dir. Asst.	10512	14328	11472	15675
28005	ABC Inspection Dir.	12528	17150	13728	18700
28012	ABC Aux. Ser. Dir. Asst.	10512	14328	11472	15675
28013	ABC Aux. Ser. Dir.	12528	17150	13728	18700
28022	ABC Merch. Supv. Asst.	6432	8400	7032	9168
28023	ABC Merch. Supv.	9168	12000	10032	13128
28024	ABC Merch. Dir. Asst.	10512	14328	11472	15675
28025	ABC Merch. Dir.	12528	17150	13728	18700
28030	ABC Warehouseman	5400	6432	5880	7032
28031	ABC Warehouse Foreman	5880	7680	6432	8400
28032	ABC Warehouse Gen. Foreman A	6432	8400	7032	9168
28033	ABC Warehouse Supt. Asst.	9600	13128	10512	14328
28034	ABC Warehouse Supt.	11472	15675	12528	17150
28035	ABC Warehouse Gen. Foreman B	7344	9600	8040	10512
28036	ABC Warehouse Mech. E	6432	8400	7344	9600
28037	ABC Warehouse Office Manager	7344	9600	8040	10512
28038	ABC Warehouse Supervisor	9168	12000	10032	13128
28039	ABC Warehouse Mech. A	5880	7680	6720	8784
28043	ABC Accountant	5640	7680	6144	8400
28044	ABC Acct. Supv. A	7032	9600	7032	9600
28045	ABC Acct. Supv. B	8784	12000	8784	12000
28046	ABC Acct. Dir. Asst.	10512	14328	11472	15675
28047	ABC Acct. Dir.	12528	17150	13728	18700
28051	ABC Chemist	9600	13128	10992	15000
28053	ABC Chemist Dir.	12528	17150	14328	19600
28061	ABC Bd. Sec. Asst.	10512	14328	11472	15675
28062	ABC Bd. Sec.	12528	17150	13728	18700
28072	ABC Investigator	7680	10032	8400	10992
28073	ABC Enfor. Supv.	9600	12528	10512	13728

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
28074	ABC Enfor. Dir. Asst.	10512	14328	11472	15675
28075	ABC Enfor. Dir.	12528	17150	13728	18700
28082	ABC Lic. Supv.	6432	8784	7032	9600
28084	ABC Lic. Dir.	12528	17150	13728	18700
28092	ABC Supply and Equip. Clerk	5640	7344	6144	8040
28093	ABC Supply and Equip. Supv. Asst.	6144	8040	6720	8784
28094	ABC Supply and Equip. Supv.	6720	8784	7344	9600
28095	ABC Purchasing Clerk	6720	9168	7344	10032
28103	ABC Printing Supv.	7032	9600	7680	10512
28113	ABC Hearing Officer	10512	14328	11472	15675
28123	ABC Procedures Dir.	12528	17150	13728	18700
28134	ABC Freight Traffic Mgr.	10032	13728	10992	15000
28143	ABC Real Estate Supv.	9600	12528	10512	13728
28144	ABC Real Estate Dir. Asst.	10512	14328	11472	15675
28145	ABC Real Estate Dir.	12528	17150	13728	18700
28155	ABC Mail Section Supervisor	6432	8784	7032	9600
28165	ABC Mktg. and Res. Anal.	8784	11472	9600	12528
28177	ABC Operations Manager	20500	25600	22400	28000
28181	ABC Warehouse Forklift Oper.	5640	6720	6432	7680
31003	Gunston Hall Custodian	5640	7032	6432	8040
31101	Elevator Operator	3600	4128	4128	4704
31102	Elevator Starter	3744	4704	4320	5400
31214	Capitol Hostess Supv.	5160	6720	5880	7680
31402	Watchman A	3936	4920	4512	5640
31403	Watchman B	4512	5880	5160	6720
31503	Elec. Surv. Equip. Oper.	4704	5880	5400	6720
31504	Elec. Surv. Equip. Supv.	6432	8400	7344	9600
31602	War Memorial Guide	4320	5880	4920	6720
31703	Instl. Fire Safety Insp.	6144	8400	6720	9168
31802	James Monroe Museum Hostess	4512	6144	5160	7032
31942	Gunston Hall Hostess	4512	5880	5160	6720
31953	Museum Guard Foreman	4920	6432	5640	7344
31954	Museum Guard Supervisor	5400	7032	6144	8040
31992	ABC Warehouse Watchman	5400	6432	6144	7344
32013	Food Service Aide A	3600	4320	4128	4920
32014	Food Service Aide B	3936	4704	4512	5400
32302	Hospital Dietitian A	7032	9168	7680	10032
32303	Hospital Dietitian B	8040	10512	8784	11472
32304	Hospital Dietitian C	8784	11472	9600	12528
32305	Hospital Dietetics Director B	12000	15675	13128	17150
32306	Hospital Dietitian D	9600	12528	10512	13728
32307	Hospital Dietetics Asst. Dir.	10032	13128	10992	14328
32308	Hospital Dietetics Director A	10992	14328	12000	15675
32333	Inst. Dietitian B	8040	10512	8784	11472
32334	Inst. Dietitian C	8784	11472	9600	12528

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
32352	Food Service Manager A	7680	10032	8784	11472
32353	Food Service Manager B	8784	11472	10032	13128
32354	Food Service Director	12000	15675	13728	17900
32355	Food Service Manager C	9600	12528	10992	14328
32361	Corrections Food Ser. Supv.	6144	8040	7032	9168
32382	Dietary Unit Supv. A	5160	6432	5880	7344
32382	Dietary Unit Supv. B	5640	7344	6432	8400
32384	Dietary Unit Supv. C	7032	9168	8040	10512
32405	Limited Diet Cook	3744	4704	4320	5400
32406	Cook A	4128	5160	4704	5880
32407	Cook B	4512	5640	5160	6432
32408	Cook C	5400	6720	6144	7680
32412	Baker A	4128	5160	4704	5880
32413	Baker B	4512	5640	5160	6432
32414	Baker C	5400	6720	6144	7680
32422	Meat Cutter A	4320	5400	4920	6144
32423	Meat Cutter B	5160	6432	5880	7344
33003	Hosp. Asst. Exec. Housekeeper	6432	8400	7344	9600
33004	Hosp. Executive Housekeeper	8784	11472	10032	13128
33302	Laundry Worker A	3600	4320	4128	5400
33303	Laundry Worker B	3936	4704	4512	5880
33305	Washman	4320	5160	4920	6432
33306	Laundry Supervisor	4920	6144	5640	7680
33307	Laundry Manager A	6144	8040	7032	10032
33308	Laundry Manager B	7344	10032	8400	12528
33309	Laundry Manager C	8784	11472	10032	14328
33313	Linen Room Supv. A	4512	5640	5160	7032
33404	Custodial Worker	3600	4320	4128	4920
33405	Housekeeping Supv. A	4128	4920	4704	5640
33406	Housekeeping Supv. B	4704	5880	5400	6720
33407	Housekeeping Supv. C	5880	7344	6720	8400
33408	Executive Housekeeper A	7032	9168	8040	10512
33409	Executive Housekeeper B	7680	10032	8784	11472
33452	Seamstress A	3600	4320	4128	5400
33453	Seamstress C	3936	4704	4512	5880
33454	Seamstress C	4512	5640	5160	7032
33982	Gov. Mansion Chauffeur Butler	5640	7032	6432	8040
33985	Gov. Mansion Maid	3600	4320	4128	4920
33986	Gov. Mansion Laundry Worker	3600	4320	4128	5400
33988	Exec. Mansion Supv.	7032	9168	8040	10512
41001	Asst. to the Dir. Comm. Coll.	12528	16400	13728	17900
41002	Assoc. Dir. for Adm. and Finance	17150	22400	18700	24500
41003	Special Training Repr.	10992	15000	12000	16400
41004	Coor. Surveys and Evaluation	14328	17900	15675	19600
41005	Assoc. Dir. Curriculum Develop.	17150	22400	18700	24500

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
41006	Assoc. Dir. for Special Training	17150	22400	18700	24500
41007	Comm.Col. Federal Prog. Asst. Adm.	9600	13128	10512	14328
41008	Comm.Col. Fed. Prog. Admin.	13728	17900	15000	19600
41009	Audio Visual Educ. Specialist	10032	13728	10992	15000
41012	Educational Curriculum Spec.	13128	16400	14328	17900
41013	Learning Laboratory Technician	6144	8400	6720	9168
41014	Assoc. Dir. Community Colleges	17150	22400	18700	24500
41016	Occup. Tech. Programs Coord.	13128	17150	14328	18700
41017	Guid. and Counsel Ser. Supv.	13128	16400	14328	17900
41023	Teacher Certification Analyst	7344	9600	8040	10512
41054	Auxil. Enter. and Univ. Serv. Dir.	13128	17900	14328	19600
41063	Graduate Programs Assistant	7032	9600	7680	10512
41082	Tuition Grant Supervisor	6432	8784	7032	9600
41103	Admissions Counselor	7344	10032	8040	10992
41124	Hgr. Educ. Facilities Dir.	0	15675	0	17150
41152	Housing Dev. Supervisor	7680	10512	8400	11472
41153	Instl. Housing Manager A	8784	12000	9600	13128
41154	Instl. Housing Manager B	10032	13728	10992	15000
41182	Contin. Educ. Cent. Oper. Dir.	10992	15000	12000	16400
41208	Asst. Commandant VMI	6144	8400	6720	9168
41211	Asst. Supt. of Pub. Instr.	21400	24500	22400	24500
41212	Educ. Prog. St. Supv. for Deseg.	13128	17150	13728	17150
41213	Spec. Asst. for Sch. Deseg.	18700	22400	19600	22400
41220	Special Asst. School Eval.	18700	22400	19600	22400
41221	Spec. Asst. Federal Programs	18700	22400	19600	22400
41224	Education Program Asst. St. Supv.	11472	15675	12000	15675
41225	Education Program St. Supv.	13128	17150	13728	17150
41226	Education Program Director	17150	21400	17900	21400
41227	Deputy Supt. of Pub. Instruction	22400	25600	23400	25600
41229	Education Program Assoc. Dir.	15675	19600	16400	19600
41244	Education Transp. Asst. St. Supv.	11472	15675	12000	15675
41245	Education Transp. Supv.	13128	17150	13728	17150
41254	School Lunch Asst. St. Supv.	11472	15675	12000	15675
41255	School Lunch State Supv.	13128	17150	13728	17150
41263	Educational Grants Advisor	9168	12528	9600	12528
41273	School Buildings Analyst	9168	12000	9600	12000
41313	Campus Center Director	8784	11472	9600	12528
41343	Continuing Educ. Grants Supv.	10512	13728	10992	13728
41371	Ed. TV Prod. Coord.	9168	12528	9600	12528
41402	College Hostess A	3936	4920	4320	5400
41403	College Hostess B	4320	5400	4704	5880
41404	College Hostess C	4704	5880	5160	6432
41452	Foreign Student Advisor	7344	10032	8040	10992
41477	Ext. Ctr. Civic Educ. Spec.	7032	9600	7680	10512
41503	Motion Picture Technician	8400	11472	9168	12528

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
41504	Motion Picture Supervisor	10032	13728	10992	15000
41505	Motion Picture Administrator	12528	16400	13728	17900
41554	Cyclotron Technician B	7344	10032	8400	11472
41557	Cyclotron Technician Lead Man	8040	10992	9168	12528
41558	Cyclotron Operator Supervisor	9168	12528	10512	14328
41559	Cyclotron Technical Supv.	9168	12528	10512	14328
41591	Extension Conf. Director	10512	14328	11472	15675
41596	Ext. Cen. Admin. Officer	8784	12000	9600	13128
41600	High Sch. League Asst. Dir.	11472	15675	12528	17150
41601	Extension Home Study Supv.	6432	8784	7032	9600
41603	High Sch. League Prog. Supv.	10512	14328	11472	15675
41604	Extension Conf. Consultant	8040	10992	8784	12000
41605	High School League Director	13728	17900	15000	19600
41606	Ext. Center Assistant A	7032	9600	7680	10512
41607	Ext. Center Assistant B	8400	11472	9168	12528
41608	Extension Center Director	10032	13728	10992	15000
41612	Scholarship and Placement Asst.	7680	10512	8400	11472
41642	Hwy. Research Analyst A	9600	12528	10032	13128
41643	Hwy. Research Analyst B	12000	15675	12528	16400
41644	Hwy. Research Analyst C	14328	18700	15000	19600
41653	Hwy. Materials Research Analy. B	12000	15675	12528	16400
41662	Educ. Asst. Auth. Asst. Exec. Dir.	9600	12528	10512	13728
41673	Hlth. Physicist and Reactor Opr.	10512	13128	12000	15000
41683	Educ. Consul. Vis. Handicapped	9600	13128	10512	14328
41684	Educ. Dir. Vis. Handicapped	10992	15000	12000	16400
41702	Educ. Inst. Registrar A	5640	7680	6144	8400
41703	Educ. Inst. Registrar B	6720	9168	7344	10032
41721	Hgh. Educ. Admin. Supv.	8040	10992	8784	12000
41722	Asst. to Higher Educ. Cncl. Adm.	12528	16400	13728	17900
41723	Hgh. Educ. Res. and Dev. Res. Asst.	6432	8784	7032	9600
41724	Coor. Higher Educ. Spec. Projects	15675	19600	17150	21400
41725	Higher Ed. Inst. Accred. Admin.	14328	17900	15675	19600
41728	Coord. Hgh. Educ. Hlth. Prof.	15675	20500	17150	22400
41730	St. Continuing Ed. Coord.	15675	20500	17150	22400
41732	Hgh. Ed. Coun. Prog. and Res. Adm.	17150	22400	18700	24500
41734	Education Prog. Research Asst.	7032	9168	7680	10032
41735	Coor. Hgr. Educ. Fiscal Research	12000	16400	13128	17900
41736	Higher Ed. Cncl. Assoc. Admin.	22400	26800	24500	29300
41737	High. Edu. Resources and Dev. Adm.	15675	20500	17150	22400
41738	Coor. Hgr. Educ. Facilities Res.	12000	16400	13128	17900
41739	Hgh. Ed. Finance and Fac. Admin.	17150	22400	18700	24500
41791	VCU Postmaster	7344	10032	8040	10992
41801	Language Laboratory Technician	6720	9168	7344	10032
41825	Asst. to the Exec. VP. W. and M.	14328	18700	15675	20500
41855	Cocurricular Act. Supv.	10992	14328	12000	15675

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
41865	State Student Inter. Prog. Coord.	10992	15000	12000	16400
41901	Research Sec. and Maint. Offcr.	5400	7032	6144	8040
41902	Eng. Sch. Admin. Coord.	6432	8784	7032	9600
41903	Research Specialist	7032	9168	8040	10512
41905	Research Admin. Offcr. A	8784	12000	9600	13128
41906	Research Admin. Offcr. B	9600	13128	10512	14328
41907	Research Admin. Offcr. C	10992	15000	12000	16400
41908	Asst. Research Engineer	8040	9600	8400	10032
41911	Research Lab. Admin. Supv.	9600	13128	10512	14328
41912	Sponsored Prog. Admin. Dir.	13128	17900	14328	19600
41916	Childrens Ctr. Trans. Supv.	5160	6720	5640	7344
41917	Upward Bound Fld. Coun.	7680	10512	8400	11472
41918	Med. Research Ctr. Chemist	11472	15000	13128	17150
42001	Library Assistant	6144	8040	6720	8784
42002	Librarian A	8040	10512	8784	11472
42003	Librarian B	9168	12000	10032	13128
42004	Library Director A	10992	14328	12000	15675
42005	Library Director B	13728	17900	15000	19600
42009	State Library Div. Dir.	17150	21400	18700	23400
42022	Archivist A	8040	10512	8784	11472
42023	Archivist B	9168	12000	10032	13128
42025	Archivist D	13728	17900	15000	19600
42902	Historian A	8040	10512	8784	11472
42903	Historian B	9168	12000	10032	13128
42904	Historian C	10992	14328	12000	15675
42905	Historian D	13728	17900	15000	19600
42956	Archaeologist A	8040	10512	8784	11472
43081	F. A. Mus. Loan Exhibition Spec.	6720	9168	7032	9600
43082	Fine Arts Mus. Asst. Preparator	6720	9168	7032	9600
43083	Fine Arts Mus. Chief Preparator	7032	9600	7344	10032
43090	F. A. Museum Program Asst. Dir.	10032	13128	10512	13728
43092	Asst. to Dir. Fine Arts Museum	13128	17900	13728	18700
43093	Fine Arts Research Librarian	6432	8784	6720	9168
43094	Fine Arts Mus. Educ. Serv. Supv.	8040	10512	8400	10992
43095	Fine Arts Museum Program Dir.	13728	17900	14328	18700
43096	F.A.M. Graphics Designer	10992	14328	11472	15000
43099	Fine Arts Mus. Chap. Coord.	10032	13128	10512	13728
43101	Fine Arts Mus. State Serv. Coord.	6432	8784	6720	9168
43102	F. A. Museum Asst. Curator	8040	10512	8400	10992
43103	Fine Arts Museum Photo Supv.	8784	12000	9168	12528
43104	Fine Arts Mus. Technician	10032	13128	10512	13728
43105	Fine Arts Museum Services Supv.	6432	8400	6720	8784
43106	Fine Arts Museum Designer	10992	14328	11472	15000
43107	Fine Arts Mus. State Serv. Asst.	5880	8040	6144	8400
43108	F. A. Mus. Curator Hd. Coll. Div.	16400	19600	17150	20500

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
43109	Fine Arts Interpretation Asst.	7032	9600	7344	10032
43112	Fine Arts Mus. Asst. Adm.	11472	14328	12000	15000
43113	Fine Arts Mus. Administrator	16400	19600	17150	20500
43114	Artmobile Program Assistant	5640	7344	5880	7680
43115	Fine Arts Mus. Chap. Coord. Asst.	8784	10992	9168	11472
43116	Secretary of the Museum	11472	14328	12000	15000
43117	Fine Arts Mus. Educ. Serv. Asst.	5640	7344	5880	7680
43118	Fine Arts Mus. State Serv. Prep.	4920	6432	5160	6720
43119	F.A. Mus. Registrar Asst.	6144	8040	6432	8400
43121	Artmobile Curator	6144	8400	6432	8784
43122	Artmobile Driver	6144	8400	6432	8784
43124	Fine Arts Prog. Res. Asst.	5160	7032	5400	7344
43125	Fine Arts Mus. Instal. Spec.	5880	8040	6144	8400
43126	Fine Arts Mus. Tchg. Coordinator	8400	10992	8784	11472
43203	Southwest Museum Curator	5880	7680	6144	8040
43501	Wardrobe Master	4128	5160	4320	5400
43506	Theatre Costumer	7680	9600	8040	10032
43507	Theatre Admin. Coord.	7680	9600	8040	10032
43601	Exhibit Interpreter Indian	4320	5880	4512	6144
43603	Exhibit Interpreter A	4128	5400	4320	5640
43604	Exhibit Interpreter B	4512	5880	4704	6144
43605	Jamestown Maintenance Foreman	6720	8400	8040	10032
43609	Jamestown Park Business Mgr.	12000	16400	13128	17900
44051	Market News Dispatcher	5640	7680	5880	7680
44053	Market News Reporter	7344	10032	8040	10992
44104	Ment. Hygiene Prog. Asst. Coord.	10032	13728	10992	15000
44105	Mental Hygiene Prog. Dir.	12000	16400	13128	17900
44402	Editorial Assistant	5880	8040	6432	8784
44403	Information Technician	6720	9168	7344	10032
44404	Information Officer A	7680	10512	8400	11472
44405	Information Officer B	9168	12528	10032	13728
44406	Information Director A	10032	13728	10992	15000
44407	Information Director B	11472	15675	12528	17150
44485	Spec. Asst. to Supt. of Pub. Instr.	13128	17900	14328	19600
44492	Special Asst. to Hwy. Comr.	13728	17900	15000	19600
44501	University Pub. Relations Dir.	13128	17900	14328	19600
44802	Photographic Assistant	4920	6720	5400	7344
44803	Staff Photographer	6432	8784	7032	9600
44804	Photolithographer	7680	10512	8400	11472
44805	Photography Supervisor	7344	10032	8040	10992
44813	Medical Illustrator	8040	10992	8784	12000
44814	Hosp. Visual Aids Director A	10032	13728	10992	15000
44815	Hosp. Visual Aids Director B	12000	16400	13128	17900
44953	Ports Auth. Asst. Dir. Public Rel.	10512	12528	11472	13728
44983	Asst. Comm. Va. State Trav. Ser.	12000	16400	13128	17900

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
44984	Commissioner Va. State Trav. Ser.	16400	21400	17900	23400
51002	Hwy. Dir. of Programming and Pl.	17900	23400	19600	25600
51003	Hwy. Dir. of Engineering	17900	23400	19600	25600
51004	Hwy. Dir. of Operations	17900	23400	19600	25600
51005	Hwy. Dir. of Administration	19600	25600	21400	28000
51006	Hwy. Chief Engineer	20500	26800	22400	29300
51007	Hwy. Management Engr.	11472	15000	12000	15675
51018	Hwy. Mgmt. Ser. Asst. Dir.	13128	17150	13728	17900
51019	Hwy. Mgmt. Ser. Dir.	16400	21400	17150	22400
51051	Air Pol. Cont. Meteorologist	10992	14328	11472	15000
51052	Air Poll. Control Tech. B	7032	9168	7680	10032
51053	Air Poll. Control Tech. A	6144	8040	6720	8784
51054	Air Pollution Contr. Tech. Aide	5160	6720	5640	7344
51055	Air Pollution Control Spec.	8784	11472	9600	12528
51056	Air Poll. Cont. Asst. Dir.	14328	18700	15675	20500
51057	Air Pollution Control Director	16400	21400	17900	23400
51058	Air Poll. Control Reg. Dir.	11472	15000	12528	16400
51061	Air Pollution Control Off. A	7680	10032	8400	10992
51062	Air Pollution Control Off. B	8400	10992	9168	12000
51063	Air Pollution Control Chemist	8784	12000	10032	13728
51065	Air Poll. Cont. Eng. A	10512	13728	10992	14328
51066	Air Poll. Cont. Eng. B	11472	15000	12000	15675
51067	Air Poll. Cont. Asst. Reg. Dir.	10512	13728	11472	15000
51068	Air Poll. Cont. Div. Dir.	12528	16400	13728	17900
51102	Nuclear Reactor Operator	8400	10992	9600	12528
51103	Nuclear Reactor Oper. Supv.	11472	15000	13128	17150
51202	Hosp. Management Engr. Tech.	7032	9600	7680	10992
51205	Hosp. Mgmt. Services Dir.	14328	19600	15000	20500
51206	Hosp. Mgmt. Services Asst. Dir.	11472	15675	12000	16400
51303	Hydraulic Engineer A	9168	12528	9600	13128
51304	Hydraulic Engineer B	10032	13728	10512	14328
51306	Hydraulic Technician	6720	9168	7344	10512
51353	Fisheries Survey Supervisor	10992	14328	11472	15000
51354	Fisheries Survey Aide	5640	7344	6144	8400
51355	Fisheries Sur. and Eng. Tech.	8400	10992	9168	12528
51356	Marine Resources Engineer	9600	12528	10032	13128
51357	Marine Resources Environ. Off.	10992	14328	11472	15000
51403	Highway Technician Trainee	7032	8040	7680	9168
51423	Instit. Plan. and Const. Eng. A	9168	12000	9600	12528
51424	Instit. Plan. and Const. Engr. B	10032	13128	10512	13728
51425	Instit. Plan. and Const. Engr. C	12000	15675	12528	16400
51442	Chief Engr. Section of Engrng.	13728	17900	14328	18700
51443	Eng. and Bldg. Asst. Dir. Cap. Outl.	17900	22400	18700	23400
51444	Engrng. and Bldgs. Asst. Director	17900	22400	18700	23400
51452	Architect A	9168	12000	9168	12000



Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
51453	Architect B	10032	13128	10032	13128
51454	Architect C	12000	15675	12000	15675
51462	Mechanical Engineer A	9168	12000	9600	12528
51463	Mechanical Engineer B	10032	13128	10512	13728
51464	Mechanical Engineer C	12000	15675	12528	16400
51492	Electrical Engineer A	9168	12000	9600	12528
51493	Electrical Engineer B	10032	13128	10512	13728
51494	Electrical Engineer C	12000	15675	12528	16400
51501	Hwy Traffic Engineer B	11472	15000	12528	16400
51502	Hwy Traffic Tech. A	4920	5640	5400	6432
51503	Hwy.Traffic Tech. B	6144	8040	6720	9168
51504	Hwy.Traffic Tech. C	7680	10032	8400	11472
51505	Hwy. Traffic Engineer A	9168	12000	10032	13728
51506	Hwy. Traffic Engineer B	10512	13728	11472	15000
51507	Hwy. Dist. Traffic Engineer	11472	15000	12528	16400
51508	Asst. St. Traf. and Plan. Engr.	13128	17150	14328	18700
51509	St. Traffic and Plan Engr.	16400	21400	17900	23400
51510	Stereo.Plotter Supervisor	9168	12000	10032	13728
51511	Aerial Photo. Lab. Tech.	5640	7344	6144	8400
51514	Stereo.Plotter Operator	8400	10992	9168	12528
51515	Aerial Photographer	8400	10992	9168	12528
51516	Aerial Photo. Process Supv.	6432	8400	7032	9600
51517	Photogrammetric Engr. Asst.	10512	13728	11472	15000
51518	Photogrammetric Engineer	11472	15000	12528	16400
51531	Hwy. Trans. Planning Engr. A	10332	13128	11472	14328
51532	Hwy. Trans. Planning Engr. B	11472	15000	12528	16400
51533	Hwy. Trans. Planning Engr. C	12528	16400	13728	17900
51534	St. Hwy. Trans. Plan. Eng.	15000	19600	16400	21400
51535	St. Hwy. Asst. Trans. Plan. Eng.,	13128	17150	14328	18700
51562	Hwy. Planning Engineer A	9168	12000	10032	13128
51563	Hwy. Planning Engineer B	10512	13728	11472	15000
51564	Hwy. Planning Engineer C	11472	15000	12528	16400
51585	Hwy. Environ. Spec. A	8040	10512	8784	12000
51586	Hwy. Environ. Spec. B	10512	13728	11472	15675
51587	Hwy. Environ. Planner	12000	15675	13128	17150
51588	St. Hwy. Asst. Environ. Plng. Eng.	13128	17150	14328	18700
51589	St. Hwy. Environmental Plng. Eng.	16400	21400	17900	23400
51601	Sanitary Engineer Trainee	9600	10032	10032	10512
51602	Sanitary Engineer A	10512	13728	10992	14328
51603	Sanitary Engineer B	11472	15000	12000	15675
51604	Sanitary Engineering Supv.	13728	17900	14328	18700
51605	Health Engineering Dir.	15675	19600	16400	20500
51606	Sanitary Engineer C	12528	16400	13128	17150
51611	Pollution Control Tech. Aide	5160	6720	5640	7344
51612	Pollution Control Tech. B	7032	9168	7680	10032

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
51613	Poll. Contr. Stream Surveys Supv.	10032	13128	10992	14328
51615	Pollution Control Dir.	0	23520	0	26800
51616	Pollution Control Asst. Dir.	15675	20500	17150	22400
51617	Pollution Control Area Repr.	10992	14328	12000	15675
51618	Pollution Control Tech. A	6144	8040	6720	8784
51619	Pollution Contr. Program Dir.	13728	17900	15000	19600
51622	Poll. Contr. Senior Chemist	9168	12528	10512	14328
51626	Pollution Control Engineer B	11472	15000	12000	15675
51628	Pollution Cont. Asst. Prog. Dir.	11472	15000	12528	16400
51652	Illustrator Trainee	4920	6432	5400	7032
51653	Illustrator A	6720	9168	7344	10032
51654	Illustrator B	8040	10992	8784	12000
51655	Illustrator C	8784	12000	9600	13128
51663	Utilities Engineer A	8784	12000	10512	14328
51672	Hwy. Safety Engineer A	9600	12528	10512	13728
51673	Hwy. Safety Engineer B	11472	15000	12528	16400
51712	Urban Engineer	8400	10992	9168	12000
51713	Urban Roads Planning Engr.	10512	13728	11472	15000
51715	State Urban Engr. Asst.	13128	17150	14328	18700
51722	Asst. State Hwy. Equip. Engr.	13128	17150	14328	18700
51723	St. Hwy. Equip. Engr.	15000	19600	16400	21400
51724	Hwy. Electrl. Equip. Engr.	11472	15000	12528	16400
51733	St. Secondary Rds. Engr. Asst.	13128	17150	14328	18700
51734	State Secondary Rds. Engr.	15000	19600	16400	21400
51742	St. Hwy. Maint. Engr. Asst.	13128	17150	14328	18700
51743	State Hwy. Maint. Engineer	15000	19600	16400	21400
51744	Asphalt Paving Engineer	10512	13728	11472	15000
51752	Highway Timekeeper	4920	6144	5400	6720
51754	Hwy. Residency Engr. Clerk	5640	7680	6144	8400
51755	Highway District Clerk	6144	8400	6720	9168
51756	Hwy. District Computer	8040	10992	8784	12000
51762	Hwy. Construction Insp. Trainee	5880	7344	6432	8040
51763	Hwy. Construction Insp. A	7032	9168	7680	10032
51764	Hwy. Construction Insp. B	8784	11472	9600	12528
51766	Hwy. Constrc. Project Engr.	9600	12528	10512	13728
51771	Hauling Permit Technician	6144	8040	6720	9168
51772	Hauling Permit Supv.	8400	10992	9168	12528
51773	Hwy. Permit Engineer	11472	15000	12528	16400
51784	Hwy. Land Use Permit Supv.	9168	12000	10032	13728
51791	Hwy. Constrc. Control Eng. A	9168	12000	10032	13128
51792	Hwy. Constrc. Control Eng. B	10992	14328	12000	15675
51793	Hwy. Constr. Estimator A	9168	12000	10032	13128
51795	Hwy. Contract Engr. B	10992	14328	12000	15675
51796	St. Hwy. Constr. Engr. Asst.	13128	17150	14328	18700
51797	St. Hwy. Constr. Engineer	16400	21400	17900	23400

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
51802	Survey Party Rodman	4920	5640	5400	6432
51803	Survey Party Levelman	6144	8040	6720	9168
51804	Survey Party Transitman	7344	9168	8040	10512
51805	Survey Party Chief	8784	11472	9600	13128
51806	Survey Parties State Supervisor	11472	15000	12528	16400
51807	Survey Party Chairman	5880	6720	6432	7680
51808	Survey Parties District Supervisor	11472	15000	12528	17150
51814	Hwy. Loc. and Design Engineer A	10512	13728	11472	15000
51815	Hwy. Loc. and Design Engineer B	11472	15000	12528	16400
51822	Engineering Draftsman Aide	0	0	0	2520
51823	Engineering Draftsman	5640	7344	6144	8400
51824	Engineering Design Draftsman	7032	9168	7680	10512
51833	Cartographic Draftsman A	6144	8040	6720	9168
51835	Cartographic Draftsman Supervisor	9168	12000	10032	13728
51843	Highway Programming Assistant	7680	10032	8400	11472
51844	Highway Programming Engineer	10032	13128	10992	14328
51846	Highway Programming Coordinator Asst.	10512	14328	11472	15675
51847	State Highway Plan. and Schd. Engineer	15000	19600	16400	21400
51848	State Highway Asst. Plan. and Schd. Engineer	13128	17150	14328	18700
51855	State Highway Location Engineer	12000	15675	13128	17150
51860	Hwy. Asst. Dist. Right of Way Engineer	10032	13128	10992	14328
51861	Highway Right of Way Aide	4920	5640	5400	6432
51864	Highway Right of Way Agent A	8040	10512	8784	12000
51865	Highway Right of Way Engineer	10992	14328	12000	15675
51866	State Hwy. Asst. Right of Way Engineer	13128	17150	14328	18700
51867	State Highway Right of Way Engineer	16400	21400	17900	23400
51868	Hwy. Right of Way Technician C	7680	10032	8400	11472
51869	Hwy. Dist. Right of Way Engineer	11472	15000	12528	16400
51871	Bridge Design Draftsman A	8040	10512	8784	12000
51872	Bridge Design Engineer A	13728	15012	15000	17150
51873	Bridge Design Engineer B	11472	15000	12528	16400
51874	Assistant State Bridge Engineer	13128	17150	14328	18700
51875	State Bridge Engineer	16400	21400	17900	23400
51876	District Bridge Engineer	11472	15000	12528	16400
51877	Bridge Design Draftsman B	9168	12000	10032	13728
51878	Bridge Design Engineer Supervisor	12000	15675	13128	17150
51881	Highway Asst. Right of Way Engineer	9168	12000	10032	13128
51882	Highway District Utilities Engineer	9168	12000	10032	13128
51883	Highway District Right of Way Appraiser	9600	12528	10512	13728
51884	Highway Right of Way Agent B	8784	11472	9600	13128
51885	Hwy. Right of Way Appraiser Coordinator	11472	15000	12528	16400
51892	Engr. Cooperative Student	5160	6720	5640	7680
51902	Highway Engineer Trainee	9600	11472	10512	12528
51913	Highway Assistant Resident Engineer	10032	13128	10992	14328
51914	Highway Resident Engineer A	11472	15000	12528	16400

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
51915	Highway District Engineer	15000	19600	16400	21400
51917	Highway Assistant District Engineer	13128	17150	14328	18700
51918	Highway Resident Engineer B	13128	17150	14328	18700
51931	Highway Materials Engineer B	11472	15000	12528	16400
51932	Highway Materials Technician A	4920	5640	5400	6432
51933	Highway Materials Technician B	6144	8040	6720	9168
51934	Highway Materials Technician C	7680	10032	8400	11472
51935	Highway Materials Tech. Supervisor	9168	12000	10032	13728
51936	Highway Materials Engineer A	10512	13728	11472	15000
51937	Highway District Materials Engineer	11472	15000	12528	16400
51938	State Hwy. Asst. Materials Engineer	13128	17150	14328	18700
51939	State Highway Materials Engineer	16400	21400	17900	23400
51942	Highway Engin. Technician C	7680	10032	8400	11472
51943	Highway Engin. Technician B	6144	8040	6720	9168
51944	Highway Engin. Technician A	4920	5640	5400	6432
51951	Highway Research Engineer Tr.	9600	11472	10512	12528
51952	Highway Research Engineer A	10512	13728	11472	15000
51953	Highway Research Engineer B	12000	15675	13128	17150
51954	Highway Research Engineer C	14328	18700	15675	20500
51955	Highway Research Director	16400	21400	17900	23400
51956	Senior Hwy. Research Scientist	15000	19600	16400	21400
51962	Photogram. Survey Party Levelman	6144	8040	6720	9168
51963	Photogram. Survey Party Transitman	7344	9600	8040	10992
51964	Photogram. Survey Party Chief	9168	12000	10032	13728
51965	Ground Control Coordinator	10512	13728	11472	15675
51973	Hwy. Loc. and Design Engineer Asst.	13128	17150	14328	18700
51974	Hwy. Loc. and Design Engineer	16400	21400	17900	23400
51982	Ports Asst. Director of Planning	10032	12528	10992	13728
51983	Ports Dir. of Facility Planning	13728	17150	15000	18700
51984	Port Director of Planning	15675	18700	17150	20500
51993	Cap. Outlay Project Director	13128	17150	13728	17900
52052	Motor Vehicle Operator A	4512	5640	5160	6432
52053	Motor Vehicle Operator B	5160	6432	5880	7344
52054	Institutional Chauffeur	4920	6144	5640	7032
52113	Highway Equipment Operator B	5160	6432	5880	7344
52114	Highway Equipment Operator C	5640	7344	6432	8400
52403	Quartermaster	4512	5640	5160	6432
52503	State Pol. Communications Officer	13128	17150	14328	18700
52601	Deckhand	3936	4704	4512	5400
52602	River Ferry Mate	5640	7344	6432	8400
52603	River Ferry Pilot A	8040	9600	9168	10992
52604	River Ferry Engineer	8040	9600	9168	10992
52605	Motor Boat Oper. Ferry A	5640	7344	6432	8400
52606	River Ferry Pilot B	8040	10512	9168	12000
52702	Bridge Tender A	4512	5880	5160	6720

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
52703	Bridge Tender B	5160	6720	5880	7680
52704	Bridge Span Operator	5160	6720	5880	7680
52753	Tunnel Ventilation Equip. Operator	6432	8040	7344	9168
53002	Blacksmith A	4320	5640	4920	6432
53003	Blacksmith B	5160	6720	5880	7680
53012	Filter Plant Operator	6144	7344	7344	8784
53013	Filter Plant Supervisor	7344	9600	8784	11472
53052	Refrigeration Mechanic Assistant	4320	5160	5160	6144
53053	Air Cond. and Refrig. Mechanic	6720	8784	8040	10512
53054	Air Cond. and Refrig. Lead Man	7344	9600	8784	11472
53055	Air Cond. and Refrig. Supervisor	8400	10992	10032	13128
53056	Air Cond. and Refrig. Mechanic Asst.	5400	6432	5640	6720
53103	Welder A	5640	7344	6432	8400
53104	Welder B	6144	8040	7032	9168
53136	Aircraft Mechanic	6720	8784	8040	10512
53137	Aircraft Chief Mechanic	8040	10992	9600	13128
53152	Highway Equipment Machinist	6144	8040	7032	9168
53153	Highway Equipment Machinist Lead Man	6720	8784	7680	10032
53173	Highway Equipment Supervisor A	8784	12000	10032	13728
53174	Highway Equipment Supervisor B	10512	13728	12000	15675
53175	Highway Equipment Engr. Trainee	9600	11472	10512	12528
53181	Highway Equipment Serviceman	3936	5160	4512	5880
53182	Highway Equipment Mechanic Helper	4512	5880	5160	6720
53184	Highway Equipment Mechanic B	6144	8040	7032	9168
53185	Highway Equipment Rep. Foreman A	7032	9168	8040	10512
53186	Highway Equipment Rep. Foreman B	7344	10032	8400	11472
53187	Highway District Equipment Supt.	10512	13728	12000	15675
53188	State Hwy. Equipment Supervisor	12000	15675	13728	17900
53189	Highway Equipment Body Repairman	5880	8040	6720	9168
53193	Cent. Garage Car Pool Flt. Mgr.	13128	17150	14328	18700
53194	Central Garage Superintendent	8040	10992	9168	12528
53262	Typewriter Serviceman	6432	8784	7680	10512
53263	Typewriter Service Lead Man	7032	9600	8400	11472
53288	Central Comm. Coordinator	10032	13128	10512	13728
53301	Radio Mechanic Lead Man	6144	8040	7032	9168
53302	Radio Mechanic	5640	7344	6432	8400
53303	Radio Technician A	7680	10032	8784	11472
53304	Radio Engineer	10512	14328	12000	16400
53305	Radio Assistant Engineer	9168	12528	10512	14328
53307	Radio Tower Supervisor	8784	11472	10032	13128
53308	Radio Technician B	8784	11472	10032	13128
53309	Radio Tower Assistant Supervisor	7680	10032	8784	11472
53402	Marine Motor Repairman	7344	9600	8784	11472
53452	Stationary Boiler Fireman Asst.	3936	4512	4704	5400
53453	Stationary Boiler Fireman A	4704	5640	5640	6720

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
53454	Stationary Boiler Fireman B	5160	6144	6144	7344
53455	Power Plant Shift Supervisor A	5400	6432	6432	7680
53456	Power Plant Shift Supervisor B	5880	7032	7032	8400
53457	Power Plant Superintendent A	7344	9600	8784	11472
53458	Power Plant Superintendent B	8040	10512	9600	12528
53502	Locksmith	5880	7344	7032	8784
53512	Elevator Maintenance Mechanic	7344	9600	8784	11472
53513	Elevator Maintenance Supervisor	8400	10992	10032	13128
53622	Highway Bridge Sys. Maintenance Supt.	6720	8784	7680	10032
53755	Rock Crusher Foreman	5880	8040	7032	9600
53756	Rock Crusher Plant Superintendent A	6432	8784	7680	10512
53757	Rock Crusher Plant Superintendent B	8400	11472	10032	13728
53802	Laboratory Mechanic A	5160	6432	5880	7344
53803	Laboratory Mechanic B	6144	7680	7032	8784
53804	Laboratory Mechanic C	7032	9168	8040	10512
53805	Laboratory Instrument Maker	8400	10992	9600	12528
53806	Laboratory Instrument Supervisor	9168	12000	10512	13728
53832	Highway Instrument Repair Supervisor	9168	12000	10512	13728
53852	Lineman Helper	5160	6144	6144	7344
53853	Lineman	6144	8040	7344	9600
53854	Chief Lineman	6720	8784	8040	10512
53855	Line Crew Foreman	8040	10032	9600	12000
53857	Electric Meter and Gauge Repairman	6432	8400	7680	10032
53858	Electric Service Asst. Supervisor	8400	10992	10032	13128
53859	Electric Service Supervisor	9168	12000	10992	14328
53862	Laundry Mechanic	5880	7680	7032	9168
53863	Laundry Mechanic Lead Man	6432	8400	7680	10032
53874	Bridge Sys. Elect. and Mech. Foreman	6720	9168	7680	10512
53875	Tunnel Elec. and Mech. Foreman	7344	10032	8400	11472
53882	Bridge Tunnel Patrolman	5880	7680	6720	8784
53887	Toll Facilities Superintendent B	10512	14328	12000	16400
53893	Toll Facilities Supervisor A	6432	8400	7344	9600
53894	Toll Facilities Supervisor B	7344	9168	8400	10512
53896	Toll Facilities Superintendent A	9600	13128	10992	15000
53897	Toll Facilities Asst. Superintendent	8040	10992	9168	12528
53914	Marine Oiler	4320	5400	4920	6144
53953	Weigh Party Aide	4704	6144	5400	7032
53954	Weigh Party Recorder	5160	6720	5880	7680
53955	Weigh Party Chief	6144	8040	7032	9168
53956	Weighing Equipment Repairman	8040	10992	9168	12528
54011	Forest Roads Foreman	5400	7032	5880	7680
54051	Highway Foreman Trainee	4920	6144	5640	7032
54052	Highway Maintenance Helper	3936	4512	4512	5160
54053	Highway Foreman	6144	7680	7032	8784
54054	Highway Maintenance Superintendent A	6720	8400	7680	9600

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
54055	Highway Maintenance Superintendent B	7344	10032	8400	11472
54056	Highway County Maintenance Supt.	7680	10512	8784	12000
54057	Highway Residency Maintenance Supervisor	8784	11472	10032	13128
54058	Highway District Bridge Superintendent	8784	11472	10032	13128
54108	Building Construction Inspector	8784	11472	10512	13728
54153	C.D. Radiological Tech. Calibr.	7680	10512	8784	12000
54155	C.D. Radiological Maintenance Tech.	7680	10512	8784	12000
54202	Highway Sign Fabricator	5160	6432	5880	7344
54404	Highway District Buildings and Grnds. Supv.	6720	9168	8040	10992
54451	Buildings and Grounds Supervisor A	7344	9600	8784	11472
54452	Buildings and Grounds Supervisor B	8040	10512	9600	12528
54453	Buildings and Grounds Superintendent A	8784	12000	10512	14328
54454	Buildings and Grounds Superintendent B	9600	13128	11472	15675
54455	Buildings and Grounds Director A	10512	14328	12528	17150
54456	Buildings and Grounds Director B	12000	16400	14328	19600
54457	Buildings and Grounds Director C	13128	17900	15675	21400
54602	Highway Equipment Electrician Helper	4512	5880	5400	7032
54603	Highway Equipment Electrician	5640	7344	6720	8784
54604	Highway Equipment Electrician Lead Man	6432	8400	7680	10032
54605	Highway Equipment Electrician Foreman A	7032	9168	8400	10992
54607	Highway Electl. Equipment Superintendent	8040	10992	9600	13128
54608	Highway Equipment Elect. Foreman B	7344	10032	8784	12000
54702	Trades Laborer	3600	4128	4320	4920
54703	Trades Helper	4128	4704	4920	5640
54713	Painter	5400	6432	6432	7680
54714	Painter Lead Man	5880	7344	7032	8784
54715	Painter Foreman	6720	8400	8040	10032
54722	Mason Plasterer Assistant	4320	5160	5160	6144
54723	Mason Plasterer	5640	6720	6720	8040
54724	Mason Plasterer Lead Man	6144	7680	7344	9168
54725	Mason Plasterer Foreman	6720	8400	8040	10032
54732	Sheet Metal Worker Assistant	4320	5160	5160	6144
54733	Sheet Metal Worker	5640	6720	6720	8040
54735	Sheet Metal Worker Lead Man	6144	7680	7344	9168
54742	Electrician Assistant	4320	5160	5160	6144
54743	Electrician	5640	6720	6720	8040
54744	Electrical Lead Man	6144	7680	7344	9168
54745	Electrical Foreman	6720	8400	8040	10032
54752	Plumber Steamfitter Assistant	4320	5160	5160	6144
54753	Plumber Steamfitter	5640	6720	6720	8040
54754	Plumber Steamfitter Lead Man	6144	7680	7344	9168
54755	Plumber Steamfitter Foreman	6720	8400	8040	10032
54762	Carpenter Assistant	4320	5160	5160	6144
54763	Carpenter	5400	6432	6432	7680
54764	Carpenter Lead Man	5880	7344	7032	8784

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
54765	Carpenter Foreman	6720	8400	8040	10032
54802	Utility Serviceman	4320	5640	5160	6720
54803	Utility Service Foreman	4920	6432	5880	7680
54812	Toll Fac. Maintenance Man A	4512	5880	5160	6720
54813	Toll Fac. Maintenance Man B	5160	6720	5880	7680
54814	Toll Fac. Maintenance Man C	6432	8400	7344	9600
54815	Highway Electronics Technician	7032	9168	8040	10512
54823	Bridge Tunnel Maintenance Superintendent	7032	9168	8040	10512
54852	Toll Facilities Porter	3600	4704	4128	5400
54902	Upholsterer	5400	6432	5640	6720
54903	Upholsterer Lead Man	5880	7344	6144	7680
54962	Prison Construction Superintendent A	7344	10032	8784	12000
54963	Prison Construction Superintendent B	8400	11472	10032	13728
55101	Institutional Printing Coord. Asst.	8784	12000	9168	12528
55102	Printer Helper	3744	4920	3936	5160
55103	Pressman	6144	8040	6432	8400
55104	Press Foreman	7032	9168	7344	9600
55105	Compositor	6144	8040	6432	8400
55106	Linotype Oper. Monotype Oper.	6144	8040	6432	8400
55107	Composing Room Foreman	7032	9168	7344	9600
55108	Printing Shop Manager	8040	10992	8400	11472
55109	Institutional Printing Coordinator	9600	13128	10032	13728
55124	Bindery Foreman	4920	6432	5160	6720
55125	Pressman Apprentice	4920	6144	5160	6432
55126	Compositor Apprentice	4920	6144	5160	6432
55127	Bindery Supervisor	5400	7032	5640	7344
55401	Workshop for Blind Asst. Foreman	5400	7032	5880	7680
55402	Workshop for Blind Foreman	6144	8400	6720	9168
55403	Workshop for Blind Superintendent	8784	12000	9600	13128
55404	Workshop for Blind Asst. Superintendent	7344	10032	8040	10992
55603	Tailor Shop Assistant Manager	6432	8400	7032	9168
55604	Tailor Shop Manager	8400	10992	9168	12000
55702	Institutional Mattress Maker	4128	5400	4320	5640
55703	Institutional Barber	4128	5400	4320	5640
55704	Institutional Beautician	4128	5400	4320	5640
55706	Institutional Beautician Supervisor	4920	6432	5160	6720
55707	Institutional Barber Supervisor	4920	6432	5160	6720
55801	Prison Cannery Foreman	5640	7680	6144	8400
55802	Prison Cannery Supervisor	6720	9168	7344	10032
55813	Prison Brick Plant Supervisor	5880	8040	6432	8784
55822	Prison Clothing Ind. Foreman A	6720	9168	7344	10032
55823	Prison Clothing Ind. Foreman B	7344	10032	8040	10992
55824	Prison Clothing Ind. Asst. Supervisor	7680	10512	8400	11472
55825	Prison Clothing Ind. Supervisor	8784	12000	9600	13128
55845	Prison Metal Shop Asst. Supervisor	7344	10032	8040	10992



Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
55846	Prison Metal Shop Supervisor	8784	12000	9600	13128
55847	Prison Metal Shop Foreman	6720	9168	7344	10032
55851	Book Repair Shop Foreman	6144	8400	6720	9168
55852	Book Repair Supervisor	6720	9168	7344	10032
55853	Prison Printing Ind. Foreman	6720	9168	7344	10032
55854	Prison Printing Ind. Supervisor	8784	12000	9600	13128
55855	Prison Printing Ind. Asst. Supervisor	7344	10032	8040	10992
55861	Prison Shoe Industry Foreman	6144	8400	6720	9168
55862	Prison Shoe Ind. Supervisor	7344	10032	8040	10992
55872	Prison Textile Ind. Foreman	6720	9168	7344	10032
55873	Prison Textile Ind. Asst. Supervisor	7344	10032	8040	10992
55874	Prison Textile Ind. Supervisor	8784	12000	9600	13128
55882	Prison Woodworking Ind. Foreman	6720	9168	7344	10032
55883	Prison Woodworking Ind. Supervisor	8784	12000	9600	13128
55884	Prison Woodworking Ind. Asst. Supervisor	7344	10032	8040	10992
55891	Prison Ind. Asst. Superintendent A	9168	12528	10032	13728
55892	Prison Ind. Asst. Superintendent B	10032	13728	10992	15000
55893	Prison Industries Superintendent	13728	18700	15000	20500
55894	Prison Industries Sales Representative	7680	10512	8400	11472
55903	Prison Tag Shop Supervisor	8040	10992	8784	12000
55904	Prison Tag Shop Asst. Supervisor	6720	9168	7344	10032
55915	Prison Dental Lab Supervisor	8784	12000	9600	13128
55953	Feed Mixing Plant Foreman	6432	8784	7032	9600
56002	Construction Safety Representative	8784	12000	9600	13128
56003	Construction Safety Director	10992	15000	12000	16400
56004	Construction Safety Field Supervisor	10032	13728	10992	15000
56091	Labor Res. and State Director	10512	14328	11472	15675
56103	Ind. Safety Field Supervisor	10032	13728	10992	15000
56104	Industrial Safety Representative	8784	12000	9600	13128
56105	Industrial Safety Director	10992	15000	12000	16400
56112	Mining Electrical Inst.	10512	14328	11472	15675
56113	Mine Inspector	9600	13128	10512	14328
56114	State Mine Inspector	13728	18700	15000	20500
56115	Gas and Oil Well Inspector	10512	14328	11472	15675
56116	Assistant State Mine Inspector	11472	15675	12528	17150
56118	Mining Instructor	9600	13128	10512	14328
56124	Woman and Child Labor Representative	8040	10512	8784	11472
56125	Woman and Child Labor Director	10512	14328	11472	15675
56126	Woman and Child Labor Field Supervisor	9600	13128	10512	14328
56200	State Police Safety Director	13128	17150	14328	18700
56404	Hwy. Safety Alcohol Project Director	14328	17900	15675	19600
56405	Highway Safety Prog. Coord. Supervisor	9600	13128	10512	14328
56406	Highway Safety Prog. Coordinator	8784	12000	9600	13128
56407	Highway Safety Division Asst. Director	13728	17900	15000	19600
61052	Visually Handicapped Instructor A	7032	8400	7680	9168

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
61053	visually handicapped instructor D	8400	11472	9168	12528
61054	Visually Handicapped Instructor C	8784	12000	9600	13128
61055	Visually Handicapped Instructor Asst. Supv.	9600	13128	10512	14328
61056	Visually Handicapped Instructor Supv.	10992	15000	12000	16400
61907	Fire Training Spec.	8400	10992	9168	12000
61992	Bus. Enterprises Training Spec.	7344	10032	8040	10992
61993	Business Enterprises Dev. Supervisor	8784	12000	9600	13128
61994	Business Enterprises Prog. Manager	10032	13728	10992	15000
62035	Inmate Hearings Advisor Supervisor	8784	12000	9600	13128
62065	Job Develop. Prog. Spec.	7680	10512	8400	11472
62066	Job Develop. Program Counselor	8040	10992	8784	12000
62067	Job Develop. Program Supervisor	8784	12000	9600	13128
62113	Deaf and Blind School Houseparent Night	3744	4512	4128	4920
62114	Deaf and Blind School Houseparent	3440	3827	3744	4320
62117	Deaf and Blind School Houseparent Director	6144	7344	6720	8040
62201	Welfare and Inst. Educ. Supervisor	11472	15000	12000	15000
62202	Welfare and Inst. Educ. Director	12528	16400	13128	16400
62301	Study Home Asst. Supervisor	6720	9168	7344	10032
62302	Training School Asst. Superintendent B	9168	12528	10032	13728
62303	Training School Superintendent A	10032	13728	10992	15000
62304	Training School Superintendent B	10992	15000	12000	16400
62305	Training School Asst. Superintendent A	8784	12000	9600	13128
62308	Training School Asst. Superintendent C	9600	13128	10512	14328
62309	Training School Superintendent C	12000	16400	13128	17900
62403	Institutional Housemother B	3936	5160	4320	5640
62404	Institutional Housemother C	4704	6144	5160	6720
62502	Training School Teacher	8200	10960	9168	12000
62503	Training School Vocational Teacher	8200	10960	9168	12000
62505	Training School Educ. Supervisor B	9600	13728	10032	13728
62506	Training School Educ. Supervisor A	8784	12528	9168	12528
62512	Recreation Supervisor A	6720	8784	7344	9600
62513	Recreation Supervisor B	7032	9168	7680	10032
62514	Prison Recreation Supervisor	7344	9600	8040	10512
62604	Girls Training School Housemother	5880	7680	6432	8400
62605	Training School Project Supervisor	5640	7344	6144	8040
62606	Training School Supervisor	7032	9168	7680	10032
62607	Boys Training School Housefather	5880	7680	6432	8400
62703	Retarded Child. Voc. Teacher	6450	8250	7344	9168
62704	Retarded Child. Acad. Teacher	7000	9400	7680	10512
62705	Retarded Child. Educ. Supervisor	7950	9750	8784	10992
62706	Retarded Child. Asst. School Principal	10032	13128	10512	13128
62707	Retarded Child. School Principal	10992	14328	11472	14328
62911	Penal Institution Vocational Teacher	8200	10960	9168	12000
62912	Penal Institution School Teacher	8200	10960	9168	12000
62913	Penal Institution School Principal	9600	13728	10032	13728

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
62952	Pre Release Ctr. Guard	6432	8400	7032	9168
62953	Pre Release Ctr. Gd. Asst. Supv.	7032	9168	7680	10032
62954	Pre Release Ctr. Gd. Supv.	7680	10032	8400	10992
62958	Corr. Pre Release Ctr. Asst. Supt.	9600	13128	10512	14328
62959	Corr. Pre Release Center Supt.	11472	15675	12528	17150
62965	Corr. Work Release Prog. Supv.	9600	13128	10512	14328
62972	Correctional Inst. Counselor	7032	9600	7680	10512
62973	Correctional Inst. Rehab. Supv.	8784	12000	9600	13128
62974	Correctional Treatment Prog. Supv.	9600	13128	10512	14328
62975	Corr. Inst. Rehab. Cnslr. Tr.	7032	7680	7680	8400
62976	Corr. Inst. Rehab. Cnslr.	8040	10992	8784	12000
62993	Golf Course Manager	7680	10512	8400	11472
71053	Central Crim. Rec. Supervisor	8400	11472	9168	12528
71054	Central Crim. Records Asst. Dir.	9600	12528	10512	13728
71058	Central Crim. Rec. Exchg. Dir.	10992	14328	12000	15675
71061	Fingerprint Technician A	5400	7344	6144	8400
71062	Fingerprint Technician B	7032	9600	8040	10992
71105	Ports Auth. Legal and Com. Cnsl.	17150	21400	18700	23400
71150	Deputy Industrial Commissioner	13728	18700	15000	20500
71203	Justice and Crime Prev. Dept. Dir.	15000	18700	16400	20500
71224	Welfare and Corrections Plan	10512	13728	10992	14328
71228	Welfare and Corr. Plng. Supv.	12000	16400	12528	17150
71411	Veh. Saf. Respon. Eval. Supv. Asst.	8040	10032	8784	10992
71412	Veh. Accident and Conv. Rec. Supv.	7344	10032	8040	10992
71413	Veh. Saf. Respon. Evaluator Tr.	6432	7032	7032	7680
71414	Veh. Safety Respon. Eval.	7344	9168	8040	10032
71416	Financial Respon. Assistant Dept. Mgr.	10032	13728	10992	15000
71417	Veh. Saf. Respon. Evaluator Supv.	8784	10992	9600	12000
71418	Veh. Revocation Order Supv.	6720	9168	7344	10032
71419	Financial Respon. Dept. Mgr.	12528	17150	13728	18700
72053	Records Infor. Dispatcher	5880	7680	6144	7680
72100	State Police Asst. Supt.	16400	20500	17900	22400
72102	State Police Trooper	7680	10032	8400	10992
72103	State Police Sergeant	10032	11472	10992	12528
72104	State Police Lieutenant	10992	14328	12000	15675
72105	State Police Captain	13128	17150	14328	18700
72106	State Police Field Supv.	15000	18700	16400	20500
72107	St. Police First Sgt.	10512	12528	11472	13728
72152	Police Dispatcher	6144	8040	6432	8040
72404	Veh. Invest. and Security Chief	8400	11472	9168	12528
72702	State Police Investigator	8400	10992	9168	12000
72703	State Police Invest. Supv.	13128	17150	14328	18700
72802	Capitol Police Officer	6720	9168	7344	10032
72803	Capitol Police Asst. Chief	8400	10032	9168	10992
72804	Capitol Police Chief	9600	11472	10512	12528

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
72805	Capitol Police Lieutenant	7344	9600	8040	10512
72902	Institutional Policeman	6432	8400	7032	9168
72903	Institutional Police Chief A	7032	9168	7680	10032
72904	Institutional Police Chief B	8400	10512	9168	11472
72905	Institutional Safety Officer	8400	10512	9168	11472
72906	Institutional Security Director	10512	13728	11472	15000
72913	VARC Security Chief	5640	7680	6432	8784
73153	Jails Consultant	8040	10992	8784	12000
73154	Jails Superintendent	10032	13728	10992	15000
73165	Jails Training Officer	8784	12000	9600	13128
73200	Prison Farm Assistant Superintendent	10032	13728	10992	15000
73201	Prison Farm Guard	5880	7680	6432	8400
73202	Prison Farm Guard Sergeant	6432	8400	7032	9168
73203	Prison Farm Guard Officer	7032	9168	7680	10032
73204	Prison Farm Guard Captain	7680	10032	8400	10992
73208	Prison Farm Superintendent B	12000	16400	13128	17900
73209	Prison Farm Superintendent C	13128	17900	14328	19600
73302	Penitentiary Guard	5880	7680	6432	8400
73303	Penitentiary Guard Officer	7032	9168	7680	10032
73304	Penitentiary Guard Captain	8400	10992	9168	12000
73305	Penitentiary Assistant Superintendent	11472	15675	12528	17150
73306	Penitentiary Superintendent	13128	17900	14328	19600
73307	Penitentiary Guard Sergeant	6432	8400	7032	9168
73308	Penitentiary Guard Chief	9600	13128	10512	14328
73402	Prison Camp Guard	6144	8040	6720	8784
73403	Prison Camp Yard Guard	6720	8784	7344	9600
73404	Prison Camp Superintendent	8400	10992	9168	12000
73405	Convict Rd. Force Asst. Superintendent	10032	13728	10992	15000
73406	Convict Road Force Superintendent	13128	17900	14328	19600
73407	Prison Camp Assistant Superintendent	7032	9168	7680	10032
73502	Industrial Farm Matron	5880	7680	6432	8400
73503	Industrial Farm Head Matron	7032	9168	7680	10032
73504	Industrial Farm Assistant Superintendent	10032	13728	10992	15000
73506	Industrial Farm Superintendent	12000	16400	13128	17900
73602	Criminal Identification Clerk A	4512	6144	4920	6720
73603	Criminal Identification Clerk B	5400	7344	5880	8040
73604	Prison Time Clerk	5400	7344	5880	8040
73605	Criminal Records Custodian	7032	9600	7680	10512
73606	Criminal Records Custodian Assistant	5880	8040	6432	8784
73611	Prisoner Classification Specialist	6144	8400	6720	9168
73612	Prisoner Classification Officer	8400	11472	9168	12528
73613	Prisoner Classification Supervisor	10032	13728	10992	15000
73971	Corrections Special Invest.	8400	11472	9168	12528
73980	Director of Corrections	16400	21400	17900	23400
73981	Corrections Assistant Director	13728	18700	15000	20500

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
73982	Corrections Admin. Officer	10992	15000	12000	16400
73991	Correctional Institution Asst. Tr. Ofcr.	7032	9600	7680	10532
73992	Correctional Inst. Tr. Ofcr.	8784	12000	9600	13128
80101	Accountant A MH	9600	12528	9600	12528
80103	Bookkeeping Machine Operator B MH	6144	8400	6720	9168
80104	Buildings and Grounds Supv. B MH	9168	12000	10992	14328
80105	Cashier A MH	5640	7680	6144	8400
80106	Clerk C MH	5880	7680	6432	8400
80107	Clerk D MH	7032	9168	7680	10032
80108	Clerk Stenographer C MH	6144	8040	6720	8784
80109	Clerk Stenographer D MH	7032	9168	7680	10032
80110	Clerk Typist B MH	5160	6720	5640	7344
80111	Clerk Typist C MH	5880	7680	6432	8400
80113	Cook B MH	5640	7032	6432	8040
80114	Cook C MH	6144	7680	7032	8784
80115	Custodial Worker MH	4704	5640	5640	7344
80117	Electrical Lead Man MH	7344	9168	8784	10992
80118	Food Service Aide A MH	4128	4920	4512	5400
80119	Food Service Aide B MH	4512	5400	4920	5880
80120	Food Service Manager A MH	9168	12000	10032	13128
80123	Mental Hospital Asst. Supt. Adm. A MH	15000	19600	15000	19600
80124	Mental Hospital Chief of Service MH	25600	30600	28000	33400
80126	Mental Hospital General Duty Nurse MH	8400	10032	8784	10992
80127	Mental Hospital Head Nurse MH	9168	10512	9600	11472
80128	Mental Hospital Nurse Supervisor MH	10032	12000	10512	13128
80129	Mental Hospital Nursing Director B MH	12528	17150	13128	18700
80130	Mental Hospital Reimb. Invest. A MH	8784	12000	8784	12000
80131	Mental Hospital Staff Physician MH	22400	26800	24500	29300
80132	Mental Hospital Superintendent A MH	29300	33400	32000	34800
80133	Psychiatric Aide MH	5640	7032	6720	8400
80134	Psychiatric Aide Trainee MH	0	5160	0	6144
80135	Psychiatric Social Worker A MH	10032	10992	10992	12000
80136	Psychiatric Social Worker B MH	12000	15000	13128	16400
80140	Psychologist B Doctorate MH	13128	16400	16400	20500
80142	Psychologist C Doctorate MH	15675	18700	19600	23400
80143	Psychologist D MH	17150	21400	21400	26800
80144	Recreation Supervisor A MH	8040	10512	8784	11472
80145	Special Activities Aide MH	5640	7344	5880	7680
80148	Volunteer Services Supervisor MH	8040	10512	8400	10992
80149	Building Construction Inspector MH	9600	13128	11472	15675
81503	Highway Traffic Technician B F	6720	8784	7344	10032
81504	Highway Traffic Technician C F	8400	10992	9168	12528
81505	Highway Traffic Engineer A F	10032	13128	10992	14328
81752	Highway Timekeeper F	6432	8040	7032	8784
81753	Highway Timekeeper LM	5640	7032	6144	7680

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
81754	Highway Residency Engr. Clerk F	6432	8784	7032	9600
81756	Highway Residency Engr. Clerk LM	6144	8400	6720	9168
81762	Highway Construction Inspector Tr. F	6720	8400	7344	8784
81763	Highway Construction Inspector A F	8400	10512	9168	10992
81764	Highway Construction Inspector B F	9600	12528	10512	13128
81765	Highway Construction Inspector B LM	9168	12000	10032	12528
81766	Highway Construction Project Engineer F	10032	13128	11472	15000
81768	Highway Construction Inspector Trainee LM	6144	7680	6720	8040
81769	Highway Construction Inspector A LM	7680	9600	8400	10032
81802	Survey Party Rodman F	5400	6144	5640	6432
81803	Survey Party Levelman F	6720	8784	7032	9168
81804	Survey Party Transitman F	8040	10032	8400	10512
81805	Survey Party Chief F	9168	12000	9600	12528
81806	Survey Party Rodman LM	5160	5880	5400	6144
81807	Survey Party Chainman F	6432	8040	6720	8400
81809	Survey Party Levelman LM	6432	8400	6720	8784
81810	Survey Party Transitman LM	7680	9600	8040	10032
81811	Survey Party Chainman LM	6144	7680	6432	8040
81914	Highway Resident Engineer A F	12000	15675	13128	17150
81915	Highway Asst. Resident Engineer LM	10032	13128	10992	14328
81916	Highway Resident Engineer A LM	12000	15675	13128	17150
81933	Highway Materials Technician B F	6720	8784	7344	10032
81934	Highway Materials Technician C F	8400	10992	9168	12528
81935	Highway Materials Technician A LM	5160	5880	5640	6720
82112	Highway Equipment Operator A F	6144	7680	7032	8784
82113	Highway Equipment Operator B F	6720	8400	7680	9600
82114	Highway Equipment Operator A LM	5400	6720	6144	7680
82115	Highway Equipment Operator B LM	5880	7344	6720	8400
83182	Highway Equipment Mech. Helper F	5880	7344	6720	8400
83183	Highway Equipment Mechanic A F	7032	8784	8040	10032
83184	Highway Equipment Mechanic B F	7680	9600	8784	10992
83185	Highway Equipment Rep. Foreman A F	8400	10512	9600	12000
83186	Highway Equipment Mech. Helper LM	5400	6720	6144	7680
83187	Highway Equipment Mechanic A LM	6144	8040	7032	9168
83188	Highway Equipment Rep. Foreman A LM	7344	9600	8400	10992
83950	Weigh Party Aide F	5160	6720	5880	7680
83951	Weigh Party Recorder F	5640	7344	6432	8400
83952	Weigh Party Chief F	6720	8784	7680	10032
83953	Weigh Party Aide LM	4920	6432	5640	7344
83954	Weigh Party Recorder LM	5400	7032	6144	8040
83955	Weigh Party Chief LM	6432	8400	7344	9600
84051	Highway Foreman Trainee Fair	6432	8040	7344	9168
84052	Highway Maintenance Helper F	5400	6432	6144	7344
84053	Highway Foreman F	7344	9600	8400	10992
84054	Highway Maintenance Superintendent A F	8040	10032	9168	11472

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
84055	Highway Maintenance Supt. B F	8040	10992	9168	12528
84057	Highway Residency Maintenance Supervisor F	9600	12528	10992	14328
84058	Highway Maintenance Helper LM	4512	5160	5160	5880
84059	Highway Foreman LM	6720	8400	7680	9600
84061	Highway Maintenance Supt. B LM	8040	10992	9168	12528
84062	Highway Residency Main. Supervisor LM	9600	12528	11472	15000
84603	Highway Equipment Electrician F	7032	8784	8400	10512
84604	Highway Equipment Elect. Lead Man F	7680	9600	9168	11472
84608	Highway Equipment Elect. Foreman B F	8040	10992	9600	13128
86004	Rest Area Custodian LM	5160	6432	6144	8400
88201	Accountant A	6720	8784	6720	8784
88202	Accountant B	8784	11472	8784	11472
88203	Accountant C	10512	14328	10512	14328
88204	Accounting Machine Operator B	6144	8400	6720	9168
88206	Agency Personnel Supervisor A	7344	10032	7680	10512
88207	Air Cond. and Refrig. Lead Man	8040	10512	9600	12528
88209	Buildings and Grounds Supervisor A	8040	10512	9600	12528
88213	Cashier A	6144	8040	6720	8784
88214	Clerk B	4920	6432	5400	7032
88215	Clerk C	5880	7344	6432	8040
88216	Clerk D	6720	8784	7344	9600
88218	Clerk Stenographer B	5400	7032	5880	7680
88219	Clerk Stenographer C	6144	8040	6720	8784
88220	Clerk Stenographer D	6720	8784	7032	9168
88222	Clerk Typist B	5160	6720	5640	7344
88223	Clerk Typist C	5880	7344	6432	8040
88224	Community Colleges Inst. Assistant	7344	10032	8040	10992
88225	Computer Operator A	7344	9600	7344	9600
88226	Confidential Secretary	0	9168	0	10032
88227	Custodial Worker	4320	5160	5160	6720
88231	Groundsman	4920	5640	5880	6720
88232	Housekeeping Supervisor B	5160	6432	6144	8400
88234	Information Technician	7344	10032	8040	10992
88237	Institutional Police Chief A	7680	10032	8400	10992
88238	Institutional Policeman	7032	9168	7680	10032
88239	Laboratory Mechanic A	5880	7680	6432	8784
88240	Laboratory Mechanic B	6720	8400	7344	9600
88241	Laboratory Mechanic C	7680	10032	8400	11472
88242	Learning Laboratory Technician	6720	9168	7344	10032
88243	Library Assistant	6720	8784	7344	9600
88244	Offset Duplicating Machine Operator A	5400	7344	5880	8040
88247	Purchases and Stores Supervisor B	9168	12528	9168	12528
88248	Registered General Duty Nurse	8784	10512	9168	11472
88249	Scholarship and Placement Asst.	8400	11472	9168	12528
88254	Storekeeper Assistant	5160	6720	5640	7344

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
88256	Storekeeper Supervisor A	5000	7000	6432	8400
88257	Storekeeper Supervisor B	6720	8784	7344	9600
88258	Switchboard Operator A	5160	6720	5640	7344
88259	Switchboard Operator B	5400	7344	5880	8040
88260	Watchman B	5160	6720	5880	8040
88260	Storekeeper Supervisor C	7344	9600	8040	10512
88263	Carpenter	5880	7344	7032	8784
88264	Key Punch Supervisor	7032	9600	7680	10512
88265	Buildings and Grounds Superintendent B	10512	14328	12528	17150
88267	Painter	5880	7344	7032	8784
88268	Utility Service Foreman	5400	7032	6432	8400
88270	Agency Personnel Supervisor B	9600	13128	10032	13728
88271	Extension Center Assistant A	7680	10512	8400	11472
88277	Building Construction Inspec.	9600	13128	11472	15675
88280	Language Lab. Technician	7344	10032	8040	10992
88281	Accounting Machine Operator A	5400	7032	5880	7680
88283	Plumber Steamfitter	6144	7344	7344	8784
91034	Sanatorium Superintendent	24500	30600	26800	33400
91043	Student Health Staff Physician	17150	22400	18700	24500
91044	Student Health Director	20500	25600	22400	28000
91047	Student Health Staff Physician VPI	20500	24500	22400	26800
91048	Student Health Director VPI	22400	26800	24500	29300
91102	Sanatorium Psychiatrist A	21400	25600	23400	28000
91201	Public Health Dentist Tr.	15000	15675	15000	15675
91202	Dental Assistant	4320	5640	4920	6432
91204	Dentist B	16400	21400	16400	21400
91205	Public Health Dentist C	19600	24500	19600	24500
91206	Public Health Dentist A	16400	21400	16400	21400
91207	Public Health Dentist B	17900	23400	17900	23400
91208	Dental Health Director	25600	32000	25600	32000
91209	Dental Health Asst. Director	20500	25600	20500	25600
91521	Hospital Safety Officer	8040	10992	8040	10992
91522	Medical Center Director	0	22500	0	22500
91523	Hospital Admissions Supervisor	6432	8784	6432	8784
91524	Hospital Admin. Assistant A	7344	10032	7344	10032
91525	Hospital Admin. Assistant B	8040	10992	8040	10992
91526	Hospital Assistant Director	16400	20500	16400	20500
91528	Hospital Admin. Assistant C	14328	17900	14328	17900
91529	Hospital Associate Director	18700	23400	18700	23400
91532	Medical Records Librarian A	6144	8400	6144	8400
91534	Medical Records Librarian C	10512	14328	10512	14328
91600	Mental Hospital Psychiatric Res. Lic.	17150	18700	18700	20500
91601	Mental Hospital Psychiatric Res. Unl.	15000	16400	16400	17900
91602	Mental Hospital Junior Physician	18700	21400	20500	23400
91603	Mental Hospital Staff Physician	21400	25600	23400	28000



Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
91604	Mental Hospital Chief of Service	22400	26800	24500	29300
91605	Mental Hospital Clinical Director	23400	28000	25600	30600
91606	Mental Hospital Director A	26800	30600	29300	33400
91607	Mental Hospital Director B	28000	32000	30600	34800
91609	Mental Hospital Asst. Director Clinical	25600	29300	28000	32000
91613	Treatment Center Staff Physician	21400	25600	23400	28000
91616	Director VA Treatment Center	26800	30600	29300	33400
91703	Mental Health Clinic Director B	15000	20500	16400	22400
91704	Mental Hygiene Cl. Psychiatrist	21400	25600	23400	28000
91705	Mental Health Clinic Director C	23400	28000	25600	30600
91808	Tuberculosis San. Administrator	13128	17150	13128	17150
91895	Director Training and Res. MH	23400	28000	25600	30600
91933	Correctional Institution Physician	23400	26800	25600	29300
91960	Employee Health Director	20500	25600	22400	28000
91986	Corrections Med. Director	25600	29300	28000	32000
92022	Psychiatric Social Worker A	8040	8784	8784	9600
92023	Psychiatric Social Worker B	9168	12000	10032	13128
92024	Psychiatric Social Worker C	10512	13728	11472	15000
92025	Social Work Director	12000	15675	13128	17150
92026	Psychiatric Social Worker D	11472	15000	12528	16400
92033	Treatment Center Psy. Social Worker	9168	12000	10032	13128
92035	Treatment Center Social Work Supervisor	10512	13728	11472	15000
92036	Treatment Center Social Work Director	11472	15000	12528	16400
92052	Medical Social Worker A	8040	8784	8784	9600
92053	Medical Social Worker B	9168	12000	10032	13128
92055	Medical Social Work Supervisor	10992	13728	12000	15000
92056	Medical Social Worker C	10032	12528	10992	13728
92057	Medical Center Social Work Director	11472	15000	12528	16400
92106	Psychodramatist	6720	8784	7344	9600
92152	Social Service Aide A	5400	7032	5640	7344
92153	Social Service Aide B	6720	8784	7032	9168
92154	Social Service Aide C	7344	9600	7680	10032
92201	Psychologist Assistant	5880	6144	6432	6720
92202	Psychologist A	8040	8784	8784	9600
92203	Psychologist B	9600	13728	10512	15000
92204	Psychologist C	12000	17150	13128	18700
92207	Psychologist D	14328	18700	15675	20500
92253	Treatment Center Staff Psychologist	9600	13728	10512	15000
92254	Treatment Center Senior Psychologist	12000	17150	13128	18700
92255	Treatment Center Psychological Serv. Dir.	14328	18700	15675	20500
92405	Welfare and Inst. Legal Consultant	10992	15000	12000	16400
92415	Welfare Licensed Specialist	8784	12000	9600	13128
92416	Welfare Hearings Officer	9600	13128	10512	14328
92417	Welfare Chief Hearings Officer	10992	15000	12000	16400
92418	Welfare Bur. Chief A	11472	15675	12528	17150

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
92419	Welfare Bur. Chief B	12528	17150	13728	18700
92422	Child Welfare Aide	4704	6144	4920	6432
92424	Child Welfare Worker B	7344	9600	7680	10032
92426	Child Welfare Supervisor A	8784	12000	9600	13128
92428	Child Welfare Supervisor B	10032	13728	10992	15000
92431	Juvenile Probation and Deten. Dist. Supv.	10512	14328	11472	15675
92432	Juvenile Prob. and Deten. Cons.	9600	13128	10512	14328
92433	Juvenile Prob. and Deten. Supervisor	11472	15675	12528	17150
92434	Reception and Diag. Center Director	12000	16400	13128	17900
92436	Child Welfare Supervisor C	10992	15000	12000	16400
92438	Youth Services Assistant Director	13128	17900	14328	19600
92441	State Welfare Supervisor A	8784	12000	9600	13128
92442	State Welfare Supervisor B	10032	13728	10992	15000
92443	State Welfare Supervisor C	10992	15000	12000	16400
92445	Welfare Tr. Spec. B	9600	13128	10512	14328
92446	Welfare Services Specialist	9600	13128	10512	14328
92447	Welfare Regional Director	12528	17150	13728	18700
92448	State Welfare Asst. Director	13728	18700	15000	20500
92449	State Welfare Director	16400	21400	17900	23400
92454	Reception and Diag. Center Test Technician	6720	8784	7344	9600
92495	Juvenile Delinquency Prev. Spec.	10032	13728	10992	15000
92557	Welfare Eligibility Technician	5880	8040	6432	8784
92558	Welfare Qual. Cont. Reviewer	6432	8784	7032	9600
92563	Welfare Standards Consultant	10032	13728	10992	15000
92703	Mental Hospital Chaplain	8784	12000	9600	13128
92801	Probation and Parole Officer Tr.	7032	7344	7344	7680
92802	Probation and Parole Officer	7680	10512	8040	10992
92803	Probation and Parole Supervisor	9600	13128	10032	13728
92804	Parole Board Executive Secretary	11472	15675	12000	16400
92805	Probation and Parole Officer Chief A	8040	10992	8400	11472
92806	Parole Board Training Supervisor	10032	13728	10512	14328
92807	Probation and Parole Officer Chief B	8784	12000	9168	12528
92904	Veterans Claims Agent	8040	10992	8784	12000
92906	Veterans Claims Representative	9168	12528	10032	13728
92907	Veterans Claims Assistant Director	10512	14328	11472	15675
92953	Volunteer Services Supervisor	6144	8040	6432	8400
93001	Public Health Officer Tr.	18700	20500	20500	22400
93002	Public Health Officer A	21400	26800	23400	29300
93003	Public Health Officer B	24500	30600	26800	33400
93012	Public Health Dietitian	7344	10032	8040	10992
93013	Nutrition Consultant	8400	11472	9168	12528
93015	Dietary Consultant	8400	11472	9168	12528
93036	Public Health Clinician A	21400	26800	23400	29300
93037	Public Health Clinician B	23400	29300	25600	32000
93038	Medical Program Director	25600	32000	28000	34800

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
93039	Deputy Health Commissioner	26800	33400	29300	34800
93044	Health Radiation Specialist A	10032	13128	10992	14328
93046	Health Radiation Specialist B	10992	14328	12000	15675
93102	Public Health Nurse A	7344	9168	7680	10032
93103	Public Health Nurse B	8040	10032	8400	10992
93104	Public Health Nurse C	8784	10992	9168	12000
93105	Public Health Nurse Director	12528	17150	13128	18700
93106	Public Health Advisory Nurse	10512	13728	10992	15000
93107	Public Health Nurse Asst. Dir.	11472	15675	12000	17150
93108	Mental Health Nurse Consultant	11472	15675	12000	17150
93109	Public Health Nurse D	9600	12000	10032	13128
93132	Ind. Hygienist A	10032	13128	10992	14328
93133	Ind. Hygienist B	10992	14328	12000	15675
93135	Ind. Hygiene Supervisor	13728	17900	15000	19600
93252	Comm. Alcohol Ser. Coord. A	9168	12528	10032	13728
93253	Comm. Alcohol Ser. Coord. B	10032	13728	10992	15000
93254	Alcoholism Control Dir.	12000	16400	13128	17900
93275	Eye Health Ser. Coord.	8784	12000	9600	13128
93311	Health Programs Analyst	12000	16400	13128	17900
93352	Clinical Audiologist	7344	10032	8040	10992
93353	Clin. Speech and Hearing Cons.	10032	13728	10992	15000
93354	Speech and Hearing Ser. Admin.	10992	15000	12000	16400
93381	Health Planning Director	14328	19600	15000	20500
93383	Health Planning Consultant A	10992	15000	11472	15675
93404	Dental Hygienist B	7344	10032	8040	10992
93452	T. B. Investigator	7032	9600	7680	10512
93453	T. B. Investigation Supervisor	8040	10992	8784	12000
93467	Ment. Hyg. Sanitation Prog. Dir.	9168	12528	10032	13728
93502	Pub. Health Lab. Supv. A	9168	12528	10512	14328
93503	Pub. Health Lab. Supv. B	10032	13728	11472	15675
93504	Pub. Health Lab. Asst. Director	10992	15000	12528	17150
93505	Pub. Health Lab. Director	14328	18700	16400	21400
93552	Entomologist	8400	10992	9168	12000
93553	Insect and Rodent Control Supv.	12528	16400	13728	17900
93561	Insect and Rodent Exterminator	4320	5400	5160	6432
93571	Mosquito Control Asst. Supv.	7344	10032	8040	10992
93572	Mosquito Control Supv.	9168	12528	10032	13728
93581	Plumbing Inspector	6720	9168	7344	10032
93582	Plumbing Inspector Supv.	7680	10512	8400	11472
93591	Infect. and Chr. Dis. Contr. Supv.	7680	10512	8400	11472
93603	Health Training Asst. Supv.	10032	13728	10992	15000
93604	Health Training Supervisor	12000	16400	13128	17900
93651	Medical Care Supv.	8784	12000	9600	13128
93661	Immunitization Progs. Consultant	8040	10992	8784	12000
93662	Immunitization Progs., Spec.	7032	9600	7680	10512

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
93702	Med. Examiner Adm. Asst. A	8784	12000	9600	13128
93703	Med. Examiner Adm. Asst. B	12000	16400	13128	17900
93704	Toxicologist Trainee	0	4704	0	5400
93705	Toxicologist	15675	19600	17900	22400
93706	Asst. Chief Med. Examiner	0	33,400	0	34,800
93707	Chief Medical Examiner	29300	30600	32000	33400
93713	Mat. and Infant Care Prog. Supv.	8784	12000	9600	13128
93743	Child and Youth Care Prog. Supv.	8784	12000	9600	13128
93752	Home Economist	7032	9600	7680	10512
93763	Food Stamp Program Repr.	8784	12000	9600	13128
93764	Food Stamp Program Supervisor	10992	15000	12000	16400
93765	Food Stamp Prog. Asst. Supv.	10032	13728	10992	15000
93775	Family Planning Prog. Supv.	8784	12000	9600	13128
93779	Family Planning Dir.	10992	15000	12000	16400
93801	Sanitarian Aide	5640	7680	6144	8400
93802	Sanitarian A	7032	9600	7680	10512
93803	Sanitation Supv. A	8400	11472	9168	12528
93804	Sanitation Supv. B	9168	12528	10032	13728
93805	Tourist Estab. Inspection Supv.	10032	13728	10992	15000
93806	Environmental Health Director	12528	17150	13728	18700
93807	Environmental Hlth. Prog. Super.	10032	13728	10992	15000
93809	Sanitarian B	7680	10512	8400	11472
93812	Milk Sanitarian	8400	11472	9168	12528
93813	Milk Sanitation Supervisor	10032	13728	10992	15000
93822	Venereal Disease Invest.	6144	8400	6720	9168
93824	Venereal Disease Control Supv.	7344	10032	8040	10992
93834	Shellfish Bacteriologist	8784	12000	9600	13128
93835	Shellfish Sanitation Supv. A	11472	15000	12528	16400
93836	Shellfish Sanitation Supv. B	12528	16400	13728	17900
93842	Bedding and Upholstery Insp.	5640	7680	6144	8400
93853	Meat Sanitarian	6720	9168	7344	10032
93854	Meat Sanitarian Supv.	7344	10032	8040	10992
93874	Emergency Medical Serv. Repr.	6432	8784	7032	9600
93875	Emergency Medical Serv. Supv.	8784	12000	9600	13128
93892	Home Health Aide	4128	5400	4320	5640
93903	Pub. Health Practical Nurse	5640	7032	5640	7032
93912	Clinic Aide	4128	5400	4320	5640
93944	Health Case Aide	3936	4920	4128	5160
94004	Rehab. Recreation Therapy Supv.	8784	11472	9600	12528
94042	Inhalation Therapist A	6720	8400	7344	9168
94047	Inhalation Therapy Asst. Supv.	9600	12000	10512	13128
94049	Inhalation Therapy Dir.	10992	14328	12000	15675
94102	Licensed Practical Nurse A	5160	6432	5160	6432
94103	Licensed Practical Nurse B	5640	7032	5640	7032
94104	Licensed Practical Nurse C	6144	7680	6144	7680

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
94142	Anesthetist	10992	14328	11472	15675
94144	Head Anesthetist	12000	15675	12528	17150
94204	Occupational Therapist	7680	10032	8400	10992
94205	Occupational Therapy Supv.	8784	11472	9600	12528
94206	Occupational Therapy Director	9600	12528	10512	13728
94211	Physical Therapy Assistant	5160	6720	5400	7032
94212	Physical Therapy Aide	4704	6144	4920	6432
94213	Physical Therapist Inst.	7680	10032	8400	10992
94214	Physical Therapy Consultant	9168	12000	10032	13128
94215	Physical Therapy Supv. Inst.	8784	11472	9600	12528
94216	Physical Therapy Director	9600	12528	10512	13728
94218	Physical Therapist Field	8400	10992	9168	12000
94223	Industrial Therapy Supervisor	7680	10032	8400	10992
94232	Special Activities Aide	4704	6144	4920	6432
94233	Special Activities Supv.	6720	8784	7032	9168
94234	Special Activities Asst.	5160	6720	5400	7032
94243	Speech Therapist	7680	10032	8400	10992
94244	Speech Therapy Supervisor	8784	11472	9600	12528
94302	Nursing Cons. and Exam.	10032	13128	10512	14328
94353	Orthopedic Services Adm.	10992	15000	12000	16400
94403	Sanatorium Gen. Duty Nurse	7344	8784	7680	9600
94404	Sanatorium Head Nurse A	8400	9600	8784	10512
94405	Sanatorium Nurse Asst. Supt.	9168	12000	9600	13128
94406	Sanatorium Nurse Supt.	10512	13728	10992	15000
94407	Sanatorium Nurse Supv.	8784	10992	9168	12000
94408	Sanatorium Head Nurse B	8784	10032	9168	10992
94411	Sanatorium Orderly	3936	4920	4704	5880
94412	Sanatorium Attendant A	3936	4920	4704	5880
94413	Sanatorium Attendant B	4320	5400	5160	6432
94414	Sanatorium Attendant Spec.	4704	5880	5640	7032
94418	Sanatorium Practical Nurse	5640	7032	5640	7032
94423	Operating Room Technician	5160	6144	6144	7344
94452	Inhalation Therapy Tech. A	4704	5880	5640	7032
94453	Inhalation Therapy Tech. B	5160	6432	6144	7680
94454	Inhalation Therapy Tech. Supv.	6720	8400	8040	10032
94501	Reg. Clinical Nurse Specialist	10512	13728	10992	15000
94502	Registered Head Nurse B	8784	10032	9168	10992
94503	Reg. Gen. Duty Nurse	7680	9168	8040	10032
94504	Registered Head Nurse A	8400	9600	8784	10512
94505	Reg. Nurse Asst. Supv.	9168	10992	9600	12000
94506	Reg. Nurse Supervisor	10032	12000	10512	13128
94507	Reg. Nurse Asst. Director	10992	14328	11472	15675
94509	Reg. Nurse Assoc. Dir.	12000	16400	12528	17900
94606	Ment. Hosp. Asst. Nursing Dir.	9600	12528	10032	13728
94607	Ment. Hosp. Nursing Director A	10032	13728	10512	15000

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
94608	Ment. Hosp. Nursing Director B	11472	15675	12000	17150
94612	Ment. Hosp. Nursing Instructor A	9600	12000	10032	13128
94613	Ment. Hosp. Nursing Instructor B	10512	13728	10992	15000
94614	Psy. Nursing Director	13128	17900	13728	19600
94657	Treatment Center Nurse Supt.	11472	15675	12000	17150
94702	Asst. Gen. Nursing Instr.	8784	10032	9168	10992
94703	General Nursing Instr.	9600	12000	10032	13128
94713	Child Care Technician	4704	5880	5640	7032
94714	Child Care Charge Tech.	5160	6432	6144	7680
94752	Embalmer	5400	7032	6144	8040
94753	Embalmer Supv.	6144	8040	7032	9168
94800	Hospital Attendant Specialist	4704	5880	5640	7032
94804	Hospital Attendant A	3936	4704	4704	5640
94805	Hospital Attendant B	4320	5160	5160	6144
94806	Hosp. Attendant Supervisor A	4704	5880	5640	7032
94807	Hosp. Attendant Supervisor B	5160	6432	6144	7680
94814	Prison Hosp. Nurse Tech.	6720	8784	6720	8784
94852	Central Sterile Supply Aide A	3936	4704	4704	5640
94853	Central Sterile Supply Aide B	4704	5880	5640	7032
94854	Central Sterile Sup. Asst. Supv.	7032	9168	7344	10032
94855	Central Sterile Supply Supv.	8784	10992	9168	12000
94856	Central Sterile Supply Aide C	5160	6432	6144	7680
94883	Rehab. Center Chg. Attendant	4704	6144	5640	7344
94884	Rehab. Center Attendant	4320	5400	5160	6432
94902	Psychiatric Aide Tr.	0	4320	0	5160
94903	Psychiatric Aide	4704	5880	5640	7032
94904	Psychiatric Charge Aide	5160	6720	6144	8040
94905	Psychiatric Crim. Ward Aide	4920	6432	5880	7680
94906	Psychiatric Crim. Ward Chg. Aide	5400	7032	6432	8400
94912	Psychiatric Practical Nurse A	6144	7680	6144	7680
94924	Mental Health Technician	5640	7344	6720	8784
95002	Laboratory Aide A	3600	4704	4128	5400
95003	Laboratory Aide B	4320	5640	4920	6432
95004	Laboratory Technician A	4704	6144	5400	7032
95005	Laboratory Technician B	5880	7680	6720	8784
95006	Laboratory Specialist A	7032	9168	8040	10512
95007	Laboratory Specialist B	8040	10512	9168	12000
95008	Laboratory Specialist C	9168	12000	10512	13728
95033	Dental Prosthetic Lab. Tech.	7680	10032	8784	11472
95053	Autopsy Technician	5160	6720	5880	7680
95075	Dental Equip. Repair Supv.	8400	10992	9600	12528
95103	Veterinary Bacteriologist Tr.	7032	8040	8040	9168
95104	Veterinary Bacteriologist	8040	10992	9168	12528
95105	Veterinary Bacteriologist Supv.	9168	12528	10512	14328
95133	Animal Care Tech. A	4704	6144	5400	7032

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
95134	Animal Care Tech. B	5880	7680	6720	8784
95136	Animal Care Supv.	9600	13128	10992	15000
95202	Pharmacy Assistant A	5160	6720	5880	7680
95203	Pharmacist	11472	14328	12528	15675
95204	Pharmacist Supervisor A	12528	15675	13728	17150
95205	Pharmacist Supervisor B	13728	17150	15000	18700
95206	Pharmacy Assistant B	5880	7680	6720	8784
95212	Pharmacy Inspector	11472	13728	12528	15000
95213	Pharmacy Board Secretary	13728	16400	15000	17900
95214	Pharmacy Inspect. Supv.	12528	15000	13728	16400
95270	Agri. Chemist Asst.	6720	9168	7680	10512
95271	Agri. Chemist A	8784	12000	10032	13728
95272	Agri. Chemist B	10032	13728	11472	15675
95273	Agri. Chemist C	11472	15675	13128	17900
95274	Tech. Serv. Asst. Dir. Agric.	12528	17150	13728	18700
95275	State Chemist	13128	17900	14328	19600
95276	Tech. Services Director Agric.	14328	19600	15675	21400
95312	Highway Chemist A	0	8784	0	10032
95313	Highway Chemist B	9168	12000	10512	13728
95314	Hwy. Chemistry Lab. Supv.	11472	15000	13128	17150
95315	Hwy. Chem. Lab. Supv. Asst.	9600	12528	10992	14328
95503	State Anatomical Program Supv.	6720	9168	7680	10512
95672	Radiology Technician A	6432	8040	6720	8784
95673	Radiology Technician B	7032	8784	7344	9600
95674	Radiology Technician C	7680	9600	8040	10512
95676	Radiology Tech. Asst. Supv.	8400	10512	8784	11472
95702	General X Ray Tech. A	4920	6432	5160	7032
95703	General X Ray Tech. B	5880	7680	6144	8400
95713	Dental X Ray Technician	5640	7344	5880	8040
95723	Mobile X Ray Tech. A	5400	7032	5640	7680
95724	Mobile X Ray Tech. B	5880	7680	6144	8400
95733	Radiation Physics Tech.	6432	8400	6720	9168
95806	Medical Technologist Supv.	10032	13128	11472	15000
95912	Electroencephalograph Aide	4704	6144	4920	6720
95913	Electroencephalograph Tech.	5880	7680	6144	8400
95914	Electroencephalograph Supv.	6432	8400	6720	9168
95932	Electrocardiograph Tech.	5640	7032	5880	7680
95933	Electrocardiograph Supv.	7032	8784	7344	9600
95942	Vectorcardiograph Technician	7032	9168	7344	10032
96001	Disability Determ. Specialist A	7032	7680	7680	8400
96002	Disability Determ. Specialist B	7680	10512	8400	11472
96003	Disability Determ. Specialist C	8400	11472	9168	12528
96004	Disability Determ. Unit Supv.	9600	12528	10512	13728
96006	Disability Determ. Dir.	13728	17900	15000	19600
96007	Disability Determ. Voc. Spec.	8784	12000	9600	13128

Class Code	Class Title	Present Rates		Proposed Rates	
		Min.	Max.	Min.	Max.
96008	Disability Determ. Proc. Supv.	8400	11472	9168	12528
96009	Disability Qual. Assur. Spec.	8784	12000	9600	13128
96021	Rehab. Social Worker A	7680	10032	8400	10992
96022	Rehab. Sockal Worker B	9168	12000	10032	13128
96033	Rehab. Vocational Instructor	7480	9640	8400	10992
96034	Rehab. Vocational Chief Instr.	8020	10180	8784	11472
96035	Rehab. Cent. Acad. Instr.	8200	10960	9168	12000
96042	Rehab. Cent. Staff Physician	19600	23400	21400	25600
96044	Rehab. Center Med. Ser. Dir.	23400	28000	25600	30600
96050	Rehab. Counselor C	8784	12000	9600	13128
96051	Rehab. Counselor A	7032	8040	7680	8784
96052	Rehab. Counselor B	8400	11472	9168	12528
96053	Rehab. Vocational Evaluator	8400	11472	9168	12528
96054	Rehab. Unit Supervisor	9600	12528	10512	13728
96055	Rehab. Program Supv. A	10512	13728	11472	15000
96057	Rehab. Program Supv. B	11472	15000	12528	16400
96058	Rehab. Program Asst. Director	12528	16400	13728	17900
96059	Rehab. Program Director	13728	17900	15000	19600
96061	Rehab. Counselor Aide A	5160	7032	5400	7344
96062	Rehab. Counselor Aide B	5880	7680	6144	8040
96067	Rehab. Regional Dir.	12528	16400	13728	17900
96069	Rehab. Asst. Commissioner	15675	19600	17150	21400
96072	Rehab. Center Business Mgr.	10512	14328	11472	15675
96073	Rehab. Center Asst. Director	13728	17150	15000	18700
96074	Rehab. Center Director	15675	19600	17150	21400
96202	Rehab. Center Houseparent	4512	6144	4920	6720
96203	Rehab. Center Housing Supv.	5880	7680	6432	8400
96301	Rehab. State Supv. Vis. Handi.	10992	15000	12000	16400
96401	Community Services Supv.	8784	12000	9600	13128
96402	Community Services Couns.	8040	10992	8784	12000



TABLE 2  
SUMMARY OF SALARY POLICY DATA

	USE OF STEP INCREASES										PAY RAISES SINCE 1 JANUARY 70				SHIFT DIFFERENTIAL							
	SALARIED				HOURLY				SALARIED		HOURLY		SALARIED		HOURLY							
	No. Using	Ave. No. Steps	Ave. Min. To Max. Spread(%)	Merit Or Time	Wait-ing Period	No. Using	Ave. No. Steps	Ave. Min. To Max. Spread(%)	Merit Or Time	Wait-ing Period	No. Granting	% Rise	No. Granting	% Rise	Evening No. Grant.	% of Pay	Midnight No. Grant.	% of Pay	Evening No. Grant.	% of Pay	Midnight No. Grant.	% of Pay
OF 63 PRIVATE FIRMS	15				60M	16			35M	6 mo.	35	14	53	14.4	36	6	35	8	47	6	49	7
Average Practice		5	40		12 mo.	5	21															
Northern Virginia																						
Capitol Area																						
Tidewater Area																						
Southern Area																						
Roanoke Area																						
Shenandoah Valley																						
OF 21 CITIES AND COUNTIES	18				17M	17			17M	12 mo.	19	12	17	12	1	10	1	10	3	5	3	7
Average Practice		6	29		12 mo.	6	27															
Northern Virginia																						
Capitol Area																						
Tidewater Area																						
Southern Area																						
Roanoke Area																						
Shenandoah Valley																						
OF 8 STATES	7			All M		6			100M	12 mo.	6		4	10.3	5	5		2		2	5	
Average Practice		6	25		12 mo.	5	23															
FEDERAL		10	30	Time	12/24/36 mo.	3	9	Time	6/12 mo.	N/A	17.5		Local*	No	-	No	-	-	4	-	5	
Northern Virginia																						
Richmond Area																						
Norfolk Area																						
Roanoke Area																						
East Tennessee (Scott Co.)																						
Northern Shenandoah																						
VIRGINIA		8	35	Both	6/12 mo.	N/A	1	N/A	N/A	N/A	15	N/A	15	Some	7	Some	7	No	-	No	-	

\* Now Limited to Federal Guideline (5.5% for 1972)

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BENCHMARK CLASS TITLE	SUMMARY OF REPORTED DATA																			TABLE 4	
	COMMONWEALTH OF VIRGINIA CLASSIFICATION		PRESENT RATES OF PAY		COMPARABLE PAY RATES								PROPOSED PAY RATES								
	Code	Min	Max	Federal Min	Federal Max	Other States Mean Min	Other States Mean Max	VA Public Jurisdiction Min	VA Public Jurisdiction Max	VA Public Jurisdiction Wtd Mean	VA Public Jurisdiction Wtd Mean Max	VA Private Industry Min	VA Private Industry Max	VA Private Industry Mean	VA Private Industry Mean Max	Min	Max	No. of Step Increase	Step		
Junior Clerk	21202 Clerk A	3C	3744	4704	5166	6714	4301	5519	3468	7748	3914	5149	3640	6972	4341	5687	4128	5160	+2	+2	
Junior Typist	21212 Clerk Typist A	4C	3936	4920	5166	7574	4958	6303	3468	8148	3903	5096	3536	7124	4517	5942	4320	5400	+2	+2	
Junior Stenographer	21222 Clerk Steno A	5D	4320	5160	5828	7574	5052	6534	3636	7580	4521	5952	4160	8164	5123	6950	4704	5640	+2	+2	
Senior Stenographer	21225 Clerk Steno D	14B	5880	7680	7319	9515	6374	8230	4100	8588	5345	7194	4264	8986	5706	7455	6144	8040	+1	+1	
Duplicating Machine Operator	21335 Offset Duplicating Machine Operator	10A	4704	6432	5166	7574	6745	8677	3900	8928	5231	6935	3931	8496	5131	7959	5160	7032	+2	+2	
Switchboard Operator	21302 Switchboard Operator A	7B	4320	5610	5828	7574	5611	7182	3768	8710	4050	5332	3536	8340	4774	6224	4704	6144	+2	+2	
Storekeeper	23505 Storekeeper Foreman	12B	5400	7032	6594	10462	5649	7363	3960	12420	5569	7397	5096	13920	7989	10190	5880	7680	+2	+2	
Warehouse Superintendent	25404 Warehouse Superintendent A	17B	6720	8784	11046	17305	6674	8638	7020	13202	8471	10928	6100	23340	9949	14136	7344	9600	+2	+2	
Buyer	26053 Buyer	23A	8400	11472	7319	11771	7829	10088	6144	12085	6987	9155	6460	17004	9293	13688	8784	12000	+1	+1	
Liquor Sales Clerk	25053 ABC Store Clerk	14A	5640	7680	5828	7574	5824	8875	-	-	-	-	-	-	-	-	6144	8400	+2	+2	
Account Clerk	23302 Accountant A	14B	5880	7680	6594	9515	6296	8186	4188	10457	5374	7123	4160	11748	5580	7647	6144	8040	+1	+1	
Accountant	23303 Accountant B	24A	8784	12000	9053	11771	9278	12143	6744	13806	8484	10927	4992	15575	8834	11823	8784	12000	NC	NC	
Senior Accountant	23305 Accountant D	33A	13128	17900	13309	20627	12441	16134	9192	17342	10120	13242	8340	25560	13418	17817	13128	17900	NC	NC	
Budget Analyst	23948 Budget Examiner A	29A	10992	15000	11046	14358	10182	13026	8760	19006	9143	11957	9204	23400	10402	15826	10992	15000	NC	NC	
Personnel Analyst	24501 State Job Analyst A	27A	10032	13728	13309	17305	9631	12515	7368	19000	8638	12827	7080	17000	10173	15073	10992	15000	+2	+2	
Community Planner	18204 Community Planner	27C	10992	13728	-	-	10928	14074	7560	19006	10539	13459	12800	13584	13427	19692	11472	14328	+1	+1	
Key Punch Operator	22103 Accounting Machine Operator A	10B	4920	6432	5828	7574	5437	7087	4212	8952	4806	6351	3744	9729	5608	7362	5400	7032	+2	+2	
Key Punch Supervisor	22105 Key Punch Supervisor	17A	6432	8784	7319	9515	6849	8894	5616	10956	6796	8995	5346	15500	9394	12954	7032	9600	+2	+2	
Computer Operator	22122 Computer Operator A	17B	6720	8784	7319	10601	7403	9535	5112	11304	6785	8906	4680	13956	6500	8529	6720	8784	NC	NC	
Computer Programmer	22126 Computer Programmer A	23C	9168	11472	11046	14358	8926	11751	7056	15137	8594	11386	6480	16444	9613	13639	9168	12000	NC	+1	
Information Director	44407 Information Director B	30A	11472	15672	15826	20627	12089	15830	10128	21320	12021	15580	11460	21400	13105	18320	12528	17150	+2	+2	
Custodial Worker	33404 Custodial Worker	1D	3600	4320	5512	5970	4609	5879	3640	7580	4287	5633	3328	7592	5284	6953	4128	4920	+3	+3	

BENCHMARK CLASS TITLE	COMMONWEALTH OF VIRGINIA CLASSIFICATION		PRESENT RATES OF PAY		COMPARABLE PAY RATES										PROPOSED PAY RATES												
					Federal		Other States		VA Public Jurisdiction		VA Private Industry		Grade & Step		No. of Steps Increase		Proposed Pay Rates		No. of Steps Increase								
					Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max					
Watchman	31402	Watchman A	4C	3936	4920	5678	7574	5394	6977	3398	3919	4277	5299	3910	9288	6354	7179	8B	4512	5880	+3	+4	10512	13728	-1	+1	
Fine Arts Museum Technician	43104	Fine Arts Museum Technician	26B	10032	13128	-	-	10279	13397	-	-	-	-	8000*	11000	8009	11000	26B	10032	13128	-	-	8784	11472	+2	+2	
Librarian	42002	Librarian A	21B	8040	10512	7319	9515	8758	11544	+912	13006	8468	11208	6864	9776	7500	9776	23A	8400	11472	+1	+2	12000	15675	+2	-2	
Library Director	42004	Library Director A	28B	10992	14328	13309	20627	14255	16921	10740	27216	13406	17194	-	-	-	-	31C	13128	16400	+4	+3	6720	8784	+2	-2	
Retarded Children's Vocational Instructor	62703	Retarded Children's Vocational Instructor	-	6150	7950	11046	14358	6956	9970	6360 <sup>A</sup>	8956	6360	8956	-	-	-	-	16B	6432	8400	-	-	5612	5880	+2	+2	
House Parent	62602	Boys Training School Housemother	6C	4128	5400	5878	7574	7151	9169	5242 <sup>K</sup>	6698	5242	6698	-	-	-	-	10A	4704	6432	+3	+4	8040	10992	-1	+1	
Probation and Parole Officer	92802	Probation and Parole Officer	21A	7680	10512	13309	17305	8382	10947	7704	10128	7704	10128	-	-	-	-	21B	8040	10512	-1	-	10032	13728	+1	+1	
Probation and Parole Supervisor	92803	Probation and Parole Supervisor	26A	9600	13128	15826	20627	12095	15634	8472	11040	8472	11040	-	-	-	-	27A	10032	13728	+1	+1	9600	13128	+2	+2	
Correctional Institution Training Officer	73992	Correctional Institution Training Officer	24A	8784	12000	13309	17305	12464	15915	-	-	-	-	-	-	-	-	26A	9600	13128	+2	+2	6432	8400	+2	+2	
Prison Guard	73302	Penitentiary Guard	14B	5880	7680	9053	11771	6660	8389	5112 <sup>H</sup>	6747	5112	6747	-	-	-	-	16B	6432	8400	+2	+2	11472	14328	+1	NC	
Retarded Children's School Principal	62707	Retarded Children's School Principal	28B	10992	14328	13309	17305	11152	14278	-	-	-	-	-	-	-	-	28C	11472	14328	+1	-	5640	7344	+1	+1	
Social Service Aide	92152	Social Service Aide A	12B	5400	7032	7319	9515	8698	11368	5616 <sup>H</sup>	7360	5616	7360	-	-	-	-	13B	5640	7344	+1	+1	8784	9600	+2	+2	
Medical Social Worker	92052	Medical Social Worker A	17F	8040	8784	11046	17305	8980	11658	-	-	-	-	-	-	-	-	22C	8784	10992	+2	+4	13128	17150	+2	+2	
Social Work Supervisor	92025	Social Work Director	30B	12000	15675	15866	20627	10743	14470	10560 <sup>H</sup>	13800	10560	13800	-	-	-	-	30B	12000	15675	-	-	17900	23400	+2	+2	
Director of Corrections	73980	Director of Corrections	37B	16400	21400	36000	36000	23785	24898	-	-	-	-	-	-	-	-	40D	20500	24500	+5	+3	4320	5440	-3	+3	
Farmer	11203	Farmer	4B	3744	4920	-	-	5497	6990	5616 <sup>P</sup>	7368	5616	7368	-	-	-	-	7B	4320	5640	+3	+3	6144	7680	+2	+1	
Farm Manager	11205	Farm Manager A	13B	5640	7344	13309	17305	8507	11263	-	-	-	-	-	-	-	-	16A	6144	8400	+2	+3	5880	8040	+2	+2	
Livestock Inspector	13503	Live Stock Inspector A	13A	5400	7344	-	-	7510	9765	-	-	-	-	-	-	-	-	15A	5880	8040	+2	+2	8400	11472	+2	+2	
Dairy Inspector	13703	Dairy Inspector	21A	7680	10512	-	-	8337	10900	-	-	-	-	-	-	-	-	22A	8040	10992	+1	+1	-	-	-	-	
Agricultural Extension Agent	13303	Extension Agent A	-	8040	9168	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Game Warden	17703	Game Warden B	17B	6720	8784	6544	8504	7266	9274	4260 <sup>H</sup>	5616	4260	5616	-	-	-	-	18B	7032	9168	+1	-1	7032	9168	-1	+1	
Forester	16213	Forester A	-	-	8040	7319	9515	8774	11390	-	-	-	-	-	-	-	-	-	-	8400	-	-	-	-	-	-	+1

BENCHMARK CLASS TITLE	COMMONWEALTH OF VIRGINIA CLASSIFICATION		PRESENT RATES OF PAY		COMPARABLE PAY RATES														PROPOSED PAY RATES				
					Federal		Other States		VA Public Jurisdiction				VA Private Industry				Min		No. of Steps				
					Min	Max	Min	Max	Mean	Mean	Min.	Max.	Wtd Mean	Wtd Mean	Min.	Max.	Wtd Mean	Wtd Mean	Min	Max	Increase	Min	Max
					Min	Max	Min	Max	Min	Max	Min.	Max.	Min.	Max.	Min.	Max.	Entry	Max.	Min	Max	Min	Max	Min
Chief Ranger	16102	State Parks Chief	14A	5640	7680	9053	17305	7237	9377	-	-	-	-	-	-	-	-	6144	8400	+2	+2		
State Park Superintendent	16103	State Parks Superintendent B	23A	8400	11472	11046	20627	8849	11249	12000 <sup>H</sup>	15840	12000	15840	-	-	-	-	9168	12528	+2	+2		
Fish Biologist	11737	Fish Biologist	22D	8784	10992	7319	9515	8735	10907	-	-	-	-	-	-	-	-	8784	10992	NC	NC		
Recreation Supervisor	62512	Recreation Supervisor A	17B	6720	8784	11046	14358	7947	10204	5616	14000	7469	9890	-	-	-	-	7344	9600	+2	+2		
Employment Counselor	24803	Employment Counselor B	21A	7650	10512	11046	17305	8741	11236	-	-	-	-	7800	18820	10662	14802	8400	11472	+2	+2		
Manpower Research Chief	22046	Manpower Research Chief	32A	12528	17150	25583	33260	13567	18007	-	-	-	-	-	-	-	-	13728	18700	+2	+2		
Assistant Industrial Development Economist	18055	Industrial Development Economist Assistant	24B	9168	12000	13309	17305	10157	13257	9696 <sup>H</sup>	12600	9696	12600	-	-	-	-	10032	13128	+2	+2		
Industrial Development Economist	18056	Industrial Development Economist A	28B	10992	14328	18737	24362	14505	18624	11520	18480	12660	16440	-	-	-	-	12000	15675	+2	+2		
Air Pollution Control Specialist	51055	Air Pollution Control Specialist	23B	8784	11472	-	-	9621	12808	8088 <sup>P</sup>	10320	8088	10320	10920	23400	15901	21926	9600	12528	+2	+2		
Hospital Attendant	94804	Hospital Attendant A	3D	3936	4704	5166	7574	4790	6109	3432 <sup>H</sup>	4202	3432	4202	-	-	-	-	4704	5640	+4	+4		
Licensed Practical Nurse	93903	Public Health Practical Nurse	12C	5640	7032	5828	9515	6188	8124	5136 <sup>H</sup>	6336	5136	6336	-	-	-	-	5640	7032	NC	NC		
Registered Nurse	94503	Registered General Duty Nurse	18D	7680	9168	9053	11771	8027	10464	7260 <sup>H</sup>	9660	7260	9660	6900	11748	8181	10452	8040	10032	+1	+2		
Institutional Physician	91004	Institutional Physician	-	-	-	15866	20627	20908	24322	13000 <sup>H</sup>	18480	13000	18480	18420	28740	22980	28740	-	-	-	-		
Psychiatric Resident	91600	Mental Hospital Psychiatric Resident (Licensed)	34F	17150	18700	18737	24362	16320	18301	-	-	-	-	-	-	-	-	18700	20500	+2	+2		
Psychiatric Staff Physician	91603	Mental Hospital Staff Physician	41D	21400	25600	25584	33280	24413	27924	-	-	-	-	-	-	-	-	23400	28000	+2	+2		
Occupational Therapist	94204	Occupational Therapist	20B	7680	10032	8153	14358	8652	11178	-	-	-	-	-	-	-	-	8400	10992	+2	+2		
Institutional Physical Therapist	94213	Physical Therapist Institutional	20B	7680	10032	8153	14358	7030	9265	7800 <sup>H</sup>	9300	7800	9300	-	-	-	-	8400	10992	+2	+2		
Field Physical Therapist	94218	Physical Therapist - Field	22B	8400	10992	11406	14358	9425	12072	-	-	-	-	-	-	-	-	9168	12000	+2	+2		
Laboratory Technician	95004	Laboratory Technician A	9B	4704	6144	7319	9515	5993	7764	-	-	-	-	6900	9480	7491	9480	5400	7032	+3	+3		
X-Ray Technician	95702	General X-Ray Technician A	10B	4920	6432	7319	9515	6415	8000	4462 <sup>H</sup>	5880	4462	5880	5520*	7620	5520	7620	5160	7032	+1	+2		
Hospital Dietitian	32302	Hospital Dietitian A	18B	7032	9168	9053	11771	8852	11371	7200 <sup>H</sup>	8700	7200	8700	13320*	18120	13326	18120	7680	10032	+2	+2		
Psychologist	92202	Psychologist A	17F	8040	8784	13309	17305	10744	13754	-	-	-	-	-	-	-	-	8784	9600	+2	+2		

BENCHMARK CLASS TITLE	COMMONWEALTH OF VIRGINIA CLASSIFICATION		PRESENT RATES OF PAY		COMPARABLE								PROPOSED PAY RATES								
					Federal		Other States		VA Public Jurisdiction				VA Private Industry				No. of Steps Increase				
					Min	Max	Min	Max	Mean Min	Mean Max	Min.	Max.	Wtd Mean Min.	Wtd Mean Max.	Min.	Max.	Wtd Mean Entry	Wtd Mean Max.	Min.	Max.	Min.
Dentist	91203	Dentist A	35B	15000	19600	15866	20607	15920	20694	-	-	-	-	-	-	-	-	15000	19600	NC	NC
Veterinarian	13353	Veterinarian	29C	12000	15000	15866	20607	13829	16398	-	-	-	-	-	-	-	-	13128	16400	+2	+2
Hospital Business Manager	91526	Hospital Assistant Director	36C	16400	20500	18737	24362	13497	17414	9696H	12600	9696	12600	-	-	-	-	16400	20500	NC	NC
Police Patrolman	72102	State Police Trooper	20B	7680	10032	-	-	-	-	6276	14016	7227	9687	-	-	-	-	-	-	-	-
State Police Trooper	72102	State Police Trooper	20B	7680	10032	-	-	9210	10699	-	-	-	-	-	-	-	-	8400	10992	+2	+2
Police Sergeant	72103	State Police Sergeant	23E	10032	11472	-	-	-	-	7020	15137	8303	10970	-	-	-	-	-	-	-	-
State Police Sergeant	72103	State Police Sergeant	23E	10032	11472	-	-	11266	13789	-	-	-	-	-	-	-	-	10992	12528	+2	+2
Police Dispatcher	72152	Police Dispatcher	15B	6144	8040	-	-	6388	8098	4320	11304	6204	8127	-	-	-	-	6432	8040	+1	NC
Driver's License Examiner Rodman	51802	Driver's License Examiner Survey Party Rodman	7D	4704	5640	8153	10601	8206	10534	-	-	-	-	-	-	-	-	-	-	-	-
Survey Party Chief	51805	Survey Party Chief	23B	8784	11472	9053	11771	8631	11237	6420	16572	8683	11341	5200	15080	9592	12439	9600	13128	+2	+3
Draftsman	51823	Engineering Draftsman	13B	5640	7344	7319	9515	6088	8267	5531	12420	7136	9365	4347	12480	6309	9833	6144	8400	+2	+3
Architect	51452	Architect A	30B	12000	15675	7319	11771	11094	14149	13302B	19006	13202	19006	10800	19200	11400	17488	12528	16400	+1	+1
Civil Engineer	-	-	-	-	-	7319	11771	9468	12356	8148	15000	9311	12661	10200	23340	13057	15616	-	-	-	-
Electrical Engineer	51492	Electrical Engineer A	24B	9168	12000	7319	11771	10379	14044	8760	15408	9200	12441	9000	20510	11454	16451	9600	12528	+1	+1
Mechanical Engineer	51462	Mechanical Engineer A	24B	9168	12000	7319	11771	9971	13308	9696	16284	10591	13996	9000	20510	11564	15950	9600	12528	+1	+1
Assistant Highway Engineer	51913	Highway Assistant Resident Engineer	25B	9600	12528	15866	20607	13638	17632	9696	23568	12948	17118	-	-	-	-	10512	13728	+2	+2
Highway Construction Inspector	51763	Highway Construction Inspector A	18B	7032	9168	11046	14358	6692	8630	7056	11844	8058	10458	-	-	-	-	7680	10032	+2	+2
Highway Construction Engineer	51766	Highway Construction Project Engineer	25B	9600	12528	-	-	11306	14889	10128	17875	12906	16362	-	-	-	-	10992	14328	+3	+3
Geologist	15052	Geologist A	24A	8784	12000	7319	11771	8794	11403	-	-	-	-	12300	20721	14784	18641	9168	12528	+1	+1
Statistician	22012	Statistician A	16A	6144	8400	7319	11771	7912	10286	8880	14471	9489	12995	7047	21060	10821	14482	6720	9168	+2	+2
Housekeeper	33405	Housekeeping Supervisor A	4D	4128	4920	7614	9319	5102	6562	5616H	7368	5616	7368	3744	15840	7942	10581	4704	5640	+3	+3

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BENCHMARK CLASS TITLE	COMMONWEALTH OF VIRGINIA CLASSIFICATION			PRESENT RATES		COMPARABLE PAY RATES				PAY RATES				PROPOSED PAY RATES							
				OF PAY		Federal		Other States		VA Public Jurisdiction		VA Private Industry		Min		Max		No. of Steps			
				Min	Max	Min	Max	Mean Min	Mean Max	Min	Max	Wtd Mean Min	Wtd Mean Max	Min	Max	Wtd Mean Entry	Wtd Mean Max	Min	Max	Increase Min	Increase Max
Prison Shoe Industry Worker	5561	Prison Shoe Industry Foreman	16A	6144	8400	9714	11877	7199	9209	-	-	-	-	-	-	-	-	6720	9168	+2	+2
Prison Metal Shop Foreman	5547	Prison Metal Shop Foreman	18A	6720	9168	-	-	7369	9421	-	-	-	-	-	-	-	-	7344	10032	+2	+2
Prison Tag Shop Foreman	5590	Prison Tag Shop Foreman	16A	6144	8400	-	-	6806	8786	-	-	-	-	-	-	-	-	6720	9168	+2	+2
Prison Tag Shop Supervisor	5533	Prison Tag Shop Supervisor		8040	10920																

Letter - Only One Range Reported  
 A - Arlington County  
 B - Fairfax County  
 H - Norfolk County  
 K - Hampton  
 P - Richmond

\* - Only One Range Reported



TABLE 5

COMMONWEALTH OF VIRGINIA

PAY STUDY

COMPARISON OF PAY DATA

BY

REGIONAL AREAS

EXECUTIVE MANAGEMENT SERVICE, INC.

AREA #1

SOUTHWEST - BLACKSBURG TO BRISTOL AREA

Code	Federal Rates		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
21202	5166	6714	3096	4200	4956	6972
21212	5166	6714	3096	4200	4836	6972
21223	5828	7574	3096	4200	4160	7452
21225	7319	9515	5700	7380	4680	10116
21335	5166	7574	-	-	6132	8352
21302	5828	7574	3900	4116	4160	7956
25305	6468	10213	-	-	5554	8996
25404	11046	17305	-	-	8400	18600
26053	7319	11771	9120	9624	8190	16152
25053	5828	7574	-	-	-	-
23302	6544	9515	6390	6732	6084	8996
23303	9053	11771	-	-	9144	12576
23305	13309	20627	9600	11394	13452	20900
23948	11046	14358	-	-	-	-
24501	13309	17305	-	-	-	-
18204	-	-	-	-	-	-
22103	5828	7574	-	-	4056	7956
22105	7319	9515	-	-	-	-
22122	7319	10601	-	-	5720	6760
22126	11046	14358	-	-	7836	15360
44407	15866	20627	-	-	-	-
33404	5512	5970	3640	4811	3827	6178
31402	5828	7574	-	-	6084	8996
43104	-	-	-	-	-	-
42002	7319	9515	9000	9495	-	-
42004	13309	20627	-	-	-	-
62703	11046	14358	-	-	-	-
62602	5828	7574	-	-	-	-
92802	13309	17305	-	-	-	-
92803	15826	20627	-	-	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	-	-	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	-	-	-	-
92052	11046	17305	-	-	-	-
92025	15866	20627	-	-	-	-
73980	36000	36000	-	-	-	-
11203	-	-	-	-	-	-
11205	13309	17305	-	-	-	-
13903	-	-	-	-	-	-

AREA #2

WEST  
ROANOKE-SALEM AREA

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
21202	5166	6714	4440	5712	4056	6812
21212	5166	6714	4015	7414	4056	8050
21223	5828	7574	4756	8155	5138	8050
21225	7319	9515	5189	8088	4800	9443
21335	5166	7574	4920	6312	4056	9880
21302	5828	7574	4015	7414	4368	7883
25305	6468	10213	5424	10227	-	-
25404	11046	17305	7248	9480	7380	16980
26053	7319	11771	7320	9360	7380	19260
25053	5828	7574	-	-	-	-
23302	6544	9515	4756	9360	5438	10972
23303	9053	11771	7320	11952	7020	19260
23305	13309	20627	9544	14296	9412	25024
23948	11046	14358	-	-	-	-
24501	13309	17305	-	-	7080	16980
18204	-	-	10320	13176	13584	19692
22103	5828	7574	4680	6000	4056	8350
22105	7319	9515	7956	10476	9528	15500
22122	7319	10601	7320	9360	5200	10972
22126	11046	14358	7704	9840	8700	16444
44407	15866	20627	-	-	-	-
33404	5512	5970	4224	5424	5013	7788
31402	5828	7574	3398	6797	6115	7322
43104	-	-	-	-	-	-
42002	7319	9515	3861	9360	-	-
42004	13309	20627	8928	11376	-	-
62703	11046	14358	-	-	-	-
62602	5828	7574	-	-	-	-
92802	13309	17305	-	-	-	-
92803	15826	20627	-	-	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	-	-	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	-	-	-	-
92052	11046	17305	-	-	-	-
92025	15866	20627	-	-	-	-
73980	36000	36000	-	-	-	-
11203	-	-	-	-	-	-
11205	-	-	-	-	-	-
13903	13309	17305	-	-	-	-

AREA #3

SOUTH  
DANVILLE-MARTINSVILLE AREA

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
21212	5166	6714	3468	4540	3600	10452
21223	5828	7574	3636	4776	4500	11748
21225	7319	9515	4212	5556	3931	9256
21335	5166	7574				
21302	5828	7574	3816	5028	4524	7716
25305	6468	10213	5678	7426	5952	11752
25404	11046	17305	-	-	6100	14600
26053	7319	11771	6588	8556	7200	15420
25053	5828	7574	-	-	-	-
23302	6544	9515	4428	5832	4368	11748
23303	9053	11771	-	-	7200	17100
23305	13309	20627	9240	12660	10200	21060
23948	11046	14358	-	-	-	-
24501	13309	17305	-	-	13500	21060
18204	-	-	9720	13260	-	-
22103	5828	7574	4212	5556	3900	7716
22105	7319	9515	-	-	4900	17100
22122	7319	10601	5688	7428	5720	13956
22126	11046	14358	7248	9480	6604	19020
44407	15866	20627	10740	14640	-	-
33404	5512	5970	3494	4576	3328	7280
31402	5828	7574	3494	4576	3931	9888
43104	-	-	-	-	-	-
42002	7 319	9515	6912	9000	-	-
42004	13309	20627	10740	14640	-	-
62703	11046	14358	-	-	-	-
62602	5828	7574	-	-	-	-
92802	13309	17305	-	-	-	-
92803	15826	20627	-	-	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	-	-	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	-	-	-	-
92052	11046	17305	-	-	-	-
92025	15826	20627	-	-	-	-
73980	36000	36000	-	-	-	-
11203	-	-	-	-	-	-
11205	13309	17305	-	-	-	-
13903	-	-	-	-	-	-

AREA #4

TIDEWATER  
HAMPTON ROADS AREA, ALSO INCLUDES WILLIAMSBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
21212	5166	7574	3677	5460	3848	7800
21223	5828	7574	3840	5880	4200	7488
21225	7319	10601	4596	7704	4420	10798
21335	5166	7574	3900	5782	3952	9256
21302	5828	7574	3768	5512	3900	8220
25305	6781	10733	5299	7368	4264	13364
25404	11046	17305	8472	11040	6760	19500
26053	7319	11771	6144	12085	6460	14560
25053	5828	7574	-	-	-	-
23302	6544	9515	4326	7368	4264	11700
23303	9053	11771	6744	11502	7800	14244
23305	13309	20627	10128	15840	8500	19771
23948	11046	14358	8760	12108	9480	23400
24501	13309	17305	7368	12000	9480	15720
18204	-	-	8340	14400	-	-
22103	5828	7574	4260	7008	3900	8590
22105	7319	9515	5616	7368	10380	15240
22122	7319	11771	5112	10956	6480	12360
22126	11046	14358	7056	12108	7200	15603
44407	15826	20627	10128	16994	11460	15240
33404	5845	6282	3768	5962	3744	7218
31402	6544	8506	3720	5616	4160	7592
43104	-	-	-	-	-	-
42002	7319	9515	7920	10956	-	-
42004	13309	20627	13551	20400	-	-
62703	11046	14358	-	-	-	-
62602	5878	7574	5242	6698	-	-
92802	13309	17305	7704	10128	-	-
92803	15826	20627	8472	11040	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	5112	6747	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	5616	7360	-	-
92052	11046	17305	-	-	-	-
92025	15866	20627	10560	13800	-	-
73980	36000	36000	5616	7368	-	-
11203	-	-	-	-	-	-
11205	13309	17305	-	-	-	-
13903	-	-	-	-	-	-

AREA #5

RICHMOND  
CENTRAL VIRGINIA, INCLUDING HOPEWELL

Code	Federal Rate		Public Jurisdictions		Private Industry	
	Min	Max	Min	Max	Min	Max
21212	5166	7574	4260	5460	4080	7428
21223	5828	7574	4667	6110	4560	7620
21225	7319	9515	5244	8064	4920	9252
21335	5166	7574	4332	7308	4080	10920
21302	5828	7574	4472	6110	4116	7620
25305	6594	10462	5824	8450	4560	14076
25404	11046	17305	9804	12480	11220	17304
26053	7319	11771	-	-	10140	15060
25053	5828	7574	-	-	-	-
23302	6544	9515	5824	7764	4560	8340
23303	9053	11771	7683	11882	7656	12240
23305	13309	20627	9607	13308	10380	25560
23948	11046	14358	9334	11882	-	-
24501	13309	17305	8385	13728	11688	22620
18204	-	-	11882	15158	-	-
22103	5828	7574	5122	6695	4236	7872
22105	7319	9515	6409	8450	6900	12775
22122	7319	10601	6409	9334	4920	11580
22126	11046	14358	9334	11882	8500	13620
44407	15826	20627	-	-	-	-
33404	5512	5970	3744	5824	4164	7176
31402	5828	7574	4472	5784	4992	8460
43104	-	-	-	-	-	-
42002	7319	9515	8148	11648	-	-
42004	13309	20627	12048	24726	-	-
62703	11046	14358	-	-	-	-
62602	5878	7574	-	-	-	-
92802	13309	17305	-	-	-	-
92803	15826	20627	-	-	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	-	-	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	-	-	-	-
92052	11046	17305	-	-	-	-
92025	15866	20627	-	-	-	-
73980	36000	36000	-	-	-	-
11203	-	-	-	-	-	-
11205	13309	17305	-	-	-	-
13903	-	-	-	-	-	-

AREA #6

NORTHERN VIRGINIA  
INCLUDING FALLS CHURCH AND ALEXANDRIA, AND SOUTH TO FREDERICKSBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
21202	5166	7574	5278	7748	4420	7536
21212	5166	7574	4368	8148	4620	7536
21223	5828	8506	4368	8544	4620	8164
21225	7319	10601	5976	9999	4884	8632
21335	5166	7574	6444	8928	5200	8496
21302	5828	7574	5496	8710	5408	7280
25305	7238	11482	7586	12420	5720	12576
25404	11046	17305	9542	13202	8000	11560
26053	7319	14358	9542	13806	6656	13900
25053	5878	7574	-	-	-	-
23302	7319	10601	7020	10457	4620	9100
23303	9053	11771	7176	13806	7200	11508
23305	13309	20627	12038	17342	9300	17732
23948	11046	14358	13202	19006	9308	15340
24501	13309	17305	8952	19006	-	-
18204	-	-	9876	19006	-	-
22103	5828	7574	6318	8952	4620	7536
22105	7319	9515	7368	10956	7311	9984
22122	7319	10601	7233	11304	5232	10563
22126	11046	14358	9876	15137	8500	12116
44407	21960	37650	8988	23956	-	-
33404	6032	6490	4572	7586	4160	7592
31402	5828	7574	5527	7919	4160	7536
43104	-	-	-	-	-	-
42002	7319	9515	8580	13806	-	-
42004	13309	37590	19318	27216	-	-
62703	11046	14358	6360	8952	-	-
62602	5828	7574	-	-	-	-
92802	13309	17305	-	-	-	-
92803	15866	20627	-	-	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	-	-	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	-	-	-	-
92052	11046	20627	-	-	-	-
92025	15866	28548	-	-	-	-
73980	36000	36000	-	-	-	-
11203	-	-	-	-	-	-
11205	13309	17305	-	-	-	-
13903	-	-	-	-	-	-

AREA #7  
 SHENANDOAH VALLEY  
 FROM WINCHESTER TO THE STAUNTON-CHARLOTTEVILLE AREA  
 AND SOUTH TO LYNCHBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
21202	5166	6714	4368	4992	3780	6276
21212	5166	6714	3960	5668	3600	6310
21223	5828	7574	4188	6266	4368	6760
21225	7319	9515	4100	8500	4512	8590
21335	5166	7574	5148	7228	4548	7860
21302	5828	7574	4238	5954	4160	6756
25305	7342	11440	3960	7982	5096	10400
25404	11046	17305	7020	8820	8008	15840
26053	7319	11771	6916	9698	8700	18396
25053	5878	7574	-	-	-	-
23302	6544	9515	4188	10000	5148	8630
23303	9053	11771	9230	13000	6656	12096
23305	13309	20627	9192	15028	9396	16664
23948	11046	14358	-	-	9204	18000
24501	13309	17305	7680	9660	10224	18820
18204	-	-	7560	9648	-	-
22103	5828	7574	4446	6266	4364	7560
22105	7319	9515	-	-	5346	13080
22122	7319	10601	6266	8814	5148	10800
22126	11046	14358	7500	12324	7155	15150
44407	15866	20627	11208	14268	14750	21400
33404	6490	7030	3806	4920	4160	7093
31402	5828	7574	3960	4920	3910	8100
43104	-	-	-	-	-	-
42002	7319	9515	8328	12376	-	-
42004	13309	20627	13584	20124	-	-
62703	11046	14358	-	-	-	-
62602	5828	7574	-	-	-	-
92802	13309	17305	-	-	-	-
92803	15826	20627	-	-	-	-
73992	13309	17305	-	-	-	-
73302	9053	11771	-	-	-	-
62704	13309	17305	-	-	-	-
92152	7319	9515	-	-	-	-
92052	11046	17305	-	-	-	-
92025	15866	20627	-	-	-	-
73980	36000	36000	-	-	-	-
11203	-	-	-	-	-	-
11205	13309	17305	-	-	-	-
13903	-	-	-	-	-	-



Bench Mark Class Title	Equivalent Virginia Classification	Code
Junior Clerk	Clerk A	21202
Junior Typist	Clerk Typist A	21212
Junior Stenographer	Clerk Stenographer A	21223
Senior Stenographer	Clerk Stenographer D	21225
Duplicating Machine Operator	Offset Duplicating Machine Operator A	21335
Switchboard Operator	Switchboard Operator A	21302
Storekeeper	Storekeeper Foreman	25305
Warehouse Superintendent	Warehouse Superintendent	25404
Buyer	Buyer	26053
Liquor Sales Clerk	ABC Store Clerk	25053
Account Clerk	Accountant A	23302
Accountant	Accountant B	23303
Senior Accountant	Accountant D	23305
Budget Analyst	Budget Examiner A	23948
Personnel Analyst	State Job Analyst A	24501
Community Planner	Community Planner	18204
Key Punch Operator	Accounting Machine Operator A	22103
Key Punch Supervisor	Key Punch Supervisor	22105
Computer Operator	Computer Operator A	22122
Computer Programmer	Computer Programmer A	22126
Information Director	Information Director B	44407
Custodial Worker	Custodial Worker	33404
Watchman	Watchman A	31402
Fine Arts Museum Technician	Fine Arts Museum Technician	43104
Librarian	Librarian	42002
Library Director	Library Director A	42004
Retarded Children's Vocational Instructor	Retarded Children's Vocational Teacher	62703
House Parent	Boys Training School Housemother	62602
Probation and Parole Officer	Probation and Parole Officer	92802
Probation and Parole Supervisor	Probation and Parole Supervisor	92803
Correctional Institution Trng. Offer.	Correctional Institution Training Offer.	73992
Prison Guard	Penitentiary Guard	73302
Retarded Children's School Principal	Retarded Children's School Principal	62704
Social Service Aide	Social Service Aide A	92152
Medical Social Worker	Medical Social Worker	92052
Social Work Supervisor	Social Work Director	92025
Director of Corrections	Director of Corrections	73980
Farmer	Farmer	11203
Farm Manager	Farm Manager	11205
Livestock Inspector	Livestock Inspector	13903

AREA #1

SOUTHWEST - BLACKSBURG TO BRISTOL AREA

Code	Federal Rates		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	-	-	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	-	-
16103	11046	20627	-	-	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	-	-	-	-
24803	11046	17305	-	-	-	-
22046	25583	33260	-	-	-	-
18055	13309	17305	-	-	-	-
18056	18737	24362	-	-	-	-
51055	-	-	-	-	-	-
94804	5166	7574	-	-	-	-
93903	5828	9515	-	-	-	-
94503	9053	11771	-	-	-	-
91004	15866	20627	-	-	-	-
91600	18737	24362	-	-	-	-
91603	25584	33280	-	-	-	-
94202	8153	14358	-	-	-	-
94213	8153	14358	-	-	-	-
94218	11406	14358	-	-	-	-
95004	7319	9515	-	-	-	-
95702	7319	9515	-	-	-	-
32302	9053	11771	-	-	-	-
92202	13309	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	18737	24362	-	-	-	-
72102	-	-	6120	7212	-	-
72102	-	-	-	-	-	-
72103	-	-	7440	8229	-	-
72103	-	-	-	-	-	-
72132	-	-	4320	4932	-	-
	8153	10601	-	-	-	-
51802	5828	7574	4368	4971	-	-
51805	9053	11771	7500	9000	-	-
51823	7319	9515	-	-	5200	11720
51452	7319	11771	-	-	-	-
	7319	11771	-	-	-	-
51492	7319	11771	-	-	10236	15360

AREA #2

WEST  
ROANOKE-SALEM AREA

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	-	-	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	-	-
16103	11046	20627	-	-	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	6146	10227	-	-
24803	11046	17305	-	-	-	-
22046	25583	33260	-	-	-	-
18055	13309	17305	-	-	-	-
18056	18737	24362	-	-	-	-
51055	-	-	8088	10320	-	-
94804	5156	7574	-	-	-	-
93903	5828	9515	-	-	-	-
94503	9053	11771	-	-	-	-
91004	15866	20627	-	-	-	-
91600	18737	24362	-	-	-	-
91063	25584	33280	-	-	-	-
94202	8153	14358	-	-	-	-
94213	8153	14358	-	-	-	-
94218	11406	14358	-	-	-	-
95004	7319	9515	-	-	-	-
95702	7319	9515	-	-	-	-
32302	9053	11771	-	-	-	-
92202	13309	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	18737	24362	-	-	-	-
72102	-	-	6864	13806	-	-
72102	-	-	-	-	-	-
72103	-	-	7320	11401	-	-
72103	-	-	-	-	-	-
72132	-	-	5424	6984	-	-
	8153	10601	-	-	-	-
51802	5828	7574	3861	7260	6552	7956
51805	9053	11771	8928	14296	10308	14940
51823	7319	9515	5560	8959	6032	11400
51452	7319	11771	-	-	-	-
	7319	11771	-	-	10200	15612
51492	7319	11771	10656	15408	10764	15612

AREA #3

SOUTH  
DANVILLE-MARTINSVILLE AREA

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	-	-	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	9600	17100
16103	11046	20627	-	-	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	6276	8148	-	-
24803	11046	17305	-	-	-	-
22046	25583	33260	-	-	-	-
18055	13309	17305	-	-	-	-
18056	18737	24362	-	-	-	-
51055	-	-	-	-	14940	23340
94804	5166	7574	-	-	-	-
93903	5828	9515	-	-	-	-
94503	9053	11771	-	-	8724	11748
91004	15866	20627	-	-	-	-
91600	18737	24362	-	-	-	-
91063	25584	33280	-	-	-	-
94202	8153	14358	-	-	-	-
94213	8153	14358	-	-	-	-
94218	11406	14358	-	-	-	-
95004	7319	9515	-	-	8757	8757
95702	7319	9515	-	-	-	-
32302	9053	11771	-	-	-	-
92202	13309	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	18737	24362	-	-	-	-
72102	-	-	6420	9698	-	-
72102	-	-	-	-	-	-
72103	-	-	7596	9960	-	-
72103	-	-	-	-	-	-
72132	-	-	-	-	-	-
	8153	10601	-	-	-	-
51802	5828	7574	-	-	4680	7488
51805	9053	11771	-	-	-	-
51823	7319	9515	-	-	4347	13956
51452	7319	11771	-	-	12000	19200
	7319	11771	8340	11016	14940	23340
51492	7319	11771	8760	12096	9492	15420

AREA #4

TIDEWATER

HAMPTON ROADS AREA, ALSO INCLUDES WILLIAMSBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	4260	5616	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	-	-
16103	11046	20627	12000	15840	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	5616	12000	-	-
24803	11046	17305	-	-	12000	17000
22046	25583	33260	-	-	-	-
18055	13309	17305	9696	12600	-	-
18056	18737	24362	11520	18840	-	-
51055	-	-	8088	10320	-	-
94804	5166	9515	3432	4202	-	-
93903	5828	9515	5136	6336	-	-
94503	9053	11771	7260	9660	-	-
91004	18737	24362	13800	18480	-	-
91600	18737	24362	-	-	-	-
91603	25584	33280	-	-	-	-
94202	8153	14358	-	-	-	-
94213	8153	14358	7800	9300	-	-
94218	11406	14358	-	-	-	-
95004	7319	9515	-	-	-	-
95702	7319	9515	4462	5880	-	-
32302	9053	11771	7200	8700	-	-
92202	13309	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	18737	24362	9696	12600	-	-
72102	-	-	6741	9464	-	-
72102	-	-	-	-	-	-
72103	-	-	7409	10956	-	-
72103	-	-	-	-	-	-
72132	-	-	5782	8544	-	-
	8153	10601	-	-	-	-
51802	5828	7574	4464	6420	-	-
51805	9053	11771	6420	12000	5200	15080
51823	7319	9515	5531	8088	7860	12480
51452	7319	11771	-	-	-	-
	7319	11771	7704	12600	13000	15600
51492	7319	11771	-	-	9000	15600

AREA #5

RICHMOND  
CENTRAL VIRGINIA, INCLUDING HOPEWELL

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	-	-	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	-	-
16103	11046	20627	-	-	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	7670	13980	-	-
24803	11046	17305	-	-	7800	13100
22046	25583	33260	-	-	-	-
18055	13309	17305	-	-	12600	12600
18056	18737	24362	-	-	-	-
51055	-	-	-	-	14220	27846
94804	5166	7574	-	-	-	-
93903	5828	9515	-	-	-	-
94503	9053	11771	-	-	6900	9480
91004	15866	20627	-	-	-	-
91600	18737	24362	-	-	-	-
91603	25584	33280	-	-	-	-
94204	9053	14358	-	-	-	-
94213	9053	14358	-	-	-	-
94218	11406	14358	-	-	-	-
95004	7319	9515	-	-	6900	9480
95702	7319	9515	-	-	-	-
32302	9053	11771	-	-	-	-
92202	13309	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	18737	24362	-	-	-	-
72102	-	-	7380	10270	-	-
72102	-	-	-	-	-	-
72103	-	-	8148	12480	-	-
72103	-	-	-	-	-	-
72132	-	-	7332	9802	-	-
51802	8153	10601	-	-	-	-
51802	5828	7574	5122	7380	4872	6840
51805	9053	11771	8385	11336	-	-
51823	7319	9515	6110	9802	6120	8460
51452	7319	11771	-	-	11925	15775
	7319	11771	8148	14066	11328	11520
51492	7319	11771	10270	13104	11340	15775

AREA #6

NORTHERN VIRGINIA  
INCLUDING FALLS CHURCH AND ALEXANDRIA, AND SOUTH TO FREDERICKSBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	-	-	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	-	-
16103	11046	20627	-	-	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	6552	12599	-	-
24803	11046	17305	-	-	5832	8316
22046	25583	33260	-	-	-	-
18055	13309	17305	-	-	-	-
18056	18737	24362	-	-	-	-
51055	-	-	-	-	-	-
94804	5166	9515	-	-	-	-
93903	5828	9515	-	-	-	-
94503	10013	13019	-	-	-	-
91004	15866	20627	-	-	-	-
91600	18737	24362	-	-	-	-
91603	25584	33280	-	-	-	-
94204	9053	14358	-	-	-	-
94213	9053	14358	-	-	-	-
94218	9053	14358	-	-	-	-
95004	7319	9515	-	-	-	-
95702	6544	9515	-	-	-	-
32302	9053	11771	-	-	-	-
92202	11046	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	21960	28548	-	-	-	-
72102	-	-	6864	14016	-	-
72102	-	-	-	-	-	-
72103	-	-	7488	15137	-	-
72103	-	-	-	-	-	-
72132	-	-	4992	11304	-	-
	8153	10601	-	-	-	-
51802	5828	7574	4992	8910	7536	8496
51805	9053	11771	10884	16572	9828	11052
51823	7319	9515	6552	12420	4716	9288
51452	7319	11771	13202	19006	-	-
	7319	11771	8998	16644	-	-
51492	7319	11771	7800	14471	10320	12900

AREA #7  
 SHENANDOAH VALLEY  
 FROM WINCHESTER TO THE STAUNTON-CHARLOTTEVILLE AREA  
 AND SOUTH TO LYNCHBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
13703	-	-	-	-	-	-
17703	6544	8506	-	-	-	-
16213	7319	9515	-	-	-	-
16102	9053	17305	-	-	-	-
16103	11046	20627	-	-	-	-
11737	7319	9515	-	-	-	-
62512	11046	14358	7932	14000	-	-
24803	11046	17305	-	-	12980	18820
22046	25583	33260	-	-	-	-
18055	13309	17305	-	-	-	-
18056	18737	24362	-	-	-	-
51055	-	-	-	-	10920	19600
94804	5166	7574	-	-	-	-
93903	5828	9515	-	-	-	-
94503	9053	11771	-	-	-	-
91004	15866	20627	-	-	-	-
91600	18737	24362	-	-	-	-
91603	25584	33280	-	-	-	-
94204	8153	14358	-	-	-	-
94213	8153	14358	-	-	-	-
94218	11406	14358	-	-	-	-
95004	7319	9515	-	-	-	-
95702	7319	9515	-	-	-	-
32302	9053	11771	-	-	-	-
92202	13309	17305	-	-	-	-
91203	15866	20607	-	-	-	-
13353	15866	20607	-	-	-	-
91526	18737	24362	-	-	-	-
72102	-	-	6420	8040	-	-
72102	-	-	-	-	-	-
72103	-	-	7020	11232	-	-
72103	-	-	-	-	-	-
72132	-	-	4748	7982	-	-
	8153	10601	-	-	-	-
51802	5828	7574	5954	9192	-	-
51805	9053	11771	8372	12324	-	-
51823	7319	9515	8328	11778	-	-
51452	7319	11771	-	-	-	-
	7319	11771	8372	15000	-	-
51492	7319	11771	-	-	11652	20510



Bench Mark Class Title	Equivalent Virginia Classification	Code
Dairy Inspector	Dairy Inspector	13703
Game Warden	Game Warden B	17703
Forester	Forester A	16213
Chief Ranger - State Park	State Parks Chief Ranger	16102
State Park Superintendent	State Parks Superintendent B	16103
Fish Biologist	Fish Biologist	11737
Recreation Supervisor	Recreation Supervisor A	62512
Employment Counselor	Employment Counselor B	24803
Manpower Research Chief	Manpower Research Chief	22046
Asst. Industrial Development Economist	Industrial Development Economist Asst.	18055
Industrial Development Economist	Industrial Development Economist A	18056
Air Pollution Control Specialist	Air Pollution Control Specialist	51055
Hospital Attendant	Hospital Attendant A	94804
Licensed Practical Nurse	Public Health Practical Nurse	93903
Registered Nurse	Registered General Duty Nurse	94503
Institutional Physician	Institutional Physician	91004
Psychiatric Resident	Mental Hosp. Psychiatric Resident (Lic.)	91600
Psychiatric Staff Physician	Mental Hospital Staff Physician	91603
Occupational Therapist	Occupational Therapist	94202
Institutional Physical Therapist	Physical Therapist - Institutional	94213
Field Physical Therapist	Physical Therapist - Field	94218
Laboratory Technician	Laboratory Technician A	95004
X-Ray Technician	General X-Ray Technician A	95702
Hospital Dietitian	Hospital Dietitian A	32302
Psychologist	Psychologist A	92202
Dentist	Dentist A	91203
Veterinarian	Veterinarian	13353
Hospital Business Manager	Hospital Assistant Director	91526
Police Patrolman	State Police Trooper	72102
State Police Trooper	State Police Trooper	72102
Police Sergeant	State Police Sergeant	72103
State Police Sergeant	State Police Sergeant	72103
Police Dispatcher	Police Dispatcher	72132
Driver's License Examiner	Driver's License Examiner (new class)	
Rodman	Survey Party Rodman	51802
Survey Party Chief	Survey Party Chief	51805
Draftsman	Engineering Draftsman	51823
Architect	Architect A	51452
Civil Engineer	**	
Electrical Engineer	Electrical Engineer A	51492

AREA #1

SOUTHWEST - BLACKSBURG TO BRISTOL AREA

Code	Federal Rates		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
51462	7319	11771	-	-	10236	15360
51913	15866	20607	-	-	-	-
51763	11046	14358	-	-	-	-
51766	-	-	-	-	-	-
15052	7319	11771	-	-	-	-
22012	7319	11771	-	-	10236	15360
33405	7614	9319	-	-	-	-
32013	5512	5970	-	-	-	-
32406	6469	7010	-	-	-	-
33302	5117	5533	-	-	6968	6968
54702	5512	6282	3328	4160	3952	5377
52112	6469	7010	4992	6240	7509	7509
52114	8424	9547	-	-	6531	7925
53453	7634	9131	-	-	8590	8590
54053	9464	12480	-	-	10236	15360
54763	8029	8694	-	-	8174	8174
53053	8424	9131	-	-	8590	8590
54743	8424	9131	-	-	6822	8590
53853	8424	9547	-	-	8590	8590
54753	8029	8694	-	-	8382	8382
53302	7634	8258	-	-	-	-
54713	8029	8694	-	-	7925	7925
55106	-	-	-	-	-	-
55103	7238	8694	-	-	-	-
54733	8424	9131	-	-	-	-
55861	9464	11565	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-

AREA #2

WEST  
ROANOKE-SALEM AREA

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
51462	7319	11771	-	-	10200	15613
51913	15866	20607	-	-	-	-
51763	11046	14358	-	-	-	-
51766	-	-	-	-	-	-
15052	7319	11771	-	-	13814	20721
22012	7319	11771	-	-	12000	12000
33405	7614	9319	-	-	-	-
32013	6011	6262	-	-	-	-
32406	6469	7010	-	-	-	-
33302	5117	5533	-	-	-	-
54702	5512	6282	4014	5424	5429	8029
52112	6469	7010	4326	6984	5532	5741
52114	8424	9547	5992	9391	-	-
53453	7634	9131	4224	5424	8549	8549
54053	9464	12480	6146	10227	-	-
54763	8029	8694	5992	9391	8570	8570
53053	8424	9131	8928	11376	-	-
54743	8424	9131	6363	10444	6415	11336
53853	8424	9547	9143	13224	7322	11336
54753	8029	8694	6312	8088	-	-
53302	7634	8258	-	-	12540	12540
54713	8029	8694	4849	8248	5438	8350
55106	-	-	-	-	-	-
55103	7238	8694	-	-	-	-
54733	8424	9131	-	-	-	-
55861	9464	11565	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-

AREA #3

SOUTH  
DANVILLE-MARTINSVILLE AREA

Code	Federal Rate		Virginia Public Jurisdiction		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
51462	7319	11771	-	-	-	-
51913	15866	20607	-	-	-	-
51763	11046	14358	-	-	-	-
51766	-	-	-	-	-	-
15052	7319	11771	-	-	-	-
22012	7319	11771	-	-	8208	21000
33405	7614	9319	-	-	-	-
32013	5512	5970	-	-	-	-
32406	6469	7010	-	-	-	-
33302	5117	5533	-	-	3952	4389
54702	5512	6282	3848	5034	3952	6323
52112	6469	7010	4909	6406	4320	7904
52114	8424	9547	-	-	-	-
53453	7634	9131	-	-	9160	9984
54053	9464	12480	7620	9960	7800	11752
54763	8029	8694	-	-	4576	10462
53053	8424	9131	-	-	-	-
54743	8424	9131	-	-	6448	10462
53853	8424	9547	7613	10026	-	-
54753	8029	8694	-	-	4306	10462
53302	7634	8258	-	-	-	-
54713	8029	8694	-	-	5741	9547
55106	-	-	-	-	-	-
55103	7238	8694	-	-	-	-
54733	8424	9131	-	-	-	-
55861	9464	11565	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-

AREA #4

TIDEWATER  
HAMPTON ROADS AREA, ALSO INCLUDES WILLIAMSBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
51462	7319	11771	9696	16284	9000	15600
51913	18737	24362	9696	18480	-	-
51763	11046	14358	7056	10442	7800	-
51766	-	-	10128	10128	-	-
15052	7319	11771	-	-	-	-
22012	7319	11771	8880	11520	-	-
33405	8070	9859	5616	7368	6864	10080
32013	5844	6302	3432	4680	3432	6032
32406	6781	7363	3552	4680	5408	7384
33302	5450	5987	4260	5616	4576	7904
54702	5845	6552	4260	6053	3952	7280
52112	6781	7363	4472	7010	4368	8632
52114	8736	9880	5574	8590	5720	10920
53453	7946	9443	3900	5112	5512	11554
54053	9880	12979	6074	9288	7800	13000
54763	8341	9048	5346	8544	7301	11409
53053	8736	9443	5616	12096	6864	9776
54743	8736	9443	5574	9942	6864	11846
53853	8736	9880	5346	8472	-	-
54753	8341	9048	5346	8549	5949	11554
53302	7946	8611	4260	9444	6136	8632
54713	8341	9048	5346	7758	5949	9152
55106	-	-	-	-	-	-
55103	7571	9048	6144	8088	-	-
54733	8736	9443	-	-	-	-
55861	9880	12085	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-

AREA #5

RICHMOND  
CENTRAL VIRGINIA, INCLUDING HOPEWELL

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
51462	7319	11771	10270	13104	-	-
51913	15866	20607	-	-	-	-
51763	11046	14358	8060	10270	-	-
51766	-	-	13104	17875	-	-
15052	7319	11771	-	-	12300	16560
22012	7319	11771	-	-	-	-
33405	7779	8505	-	-	5720	14475
32013	5699	6282	-	-	4164	6110
32406	6594	7134	-	-	5016	7620
33302	5096	5512	-	-	-	-
54702	5512	6282	4116	6594	4742	7567
52112	6594	7134	4992	7883	7197	7197
52114	8653	9838	6318	9048	7842	9173
53453	7800	9360	7670	9802	6240	10774
54053	9714	12834	6384	10790	-	-
54763	8237	8902	6409	8892	9922	11752
53053	8653	9360	8060	10270	6760	11100
54743	8653	9360	6994	9802	6266	11107
53853	8653	9838	8450	10790	9714	11107
54753	8237	8902	6409	9334	10629	10629
53302	7800	8466	6409	8892	6500	11102
54713	8237	8902	-	-	6204	9963
55106	-	-	-	-	7572	10224
55103	7384	8902	-	-	-	-
54733	8653	9360	-	-	-	-
55861	9714	11877	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-

AREA #6

NORTHERN VIRGINIA  
INCLUDING FALLS CHURCH AND ALEXANDRIA, AND SOUTH TO FREDERICKSBURG

Code	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
51462	7319	11771	9999	14471	-	-
51913	15866	20627	17280	23568	-	-
51763	11046	14358	8532	11844	-	-
51766	-	-	-	-	-	-
15052	7319	11771	-	-	-	-
22012	7319	11771	9999	14471	-	-
33405	8715	10711	-	-	3744	5200
32013	6032	6490	-	-	3328	4575
32406	7238	7862	-	-	5200	6824
33302	5720	6178	-	-	4420	5408
54702	6032	7093	4788	8710	4160	7592
52112	7238	7868	4992	9999	9797	10650
52114	9277	10525	5724	11476	-	-
53453	8466	10067	-	-	6240	11544
54053	10546	13853	9126	12599	-	-
54763	8861	9610	7919	10692	6656	8986
53053	9277	10067	8124	12599	7072	12480
54743	9277	10067	8314	11476	6240	12480
53853	9277	10525	-	-	-	-
54753	8861	9610	7919	10956	6240	11232
53302	8466	9173	7176	13202	8611	9277
54713	8861	9610	7919	10956	6656	11232
55106	14622	14622	-	-	6240	10224
55103	8091	9610	-	-	-	-
54733	9277	10067	-	-	-	-
55861	10546	12875	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-

AREA #7  
 SHENANDOAH VALLEY  
 FROM WINCHESTER TO THE STAUNTON-CHARLOTTEVILLE AREA  
 AND SOUTH TO LYNCHBURG

	Federal Rate		Virginia Public Jurisdictions		Virginia Private Industry	
	Min	Max	Min	Max	Min	Max
	7319	11771	-	-	11496	20510
	15866	20627	-	-	-	-
	11046	14358	7228	10166	-	-
	-	-	-	-	-	-
	7319	11771	-	-	-	-
	7319	11771	-	-	7047	9801
	8819	10814	-	-	10920	15840
32013	6490	6698	-	-	-	-
32406	7342	7966	-	-	-	-
33302	6198	6698	-	-	6854	7062
54702	6490	7342	3744	6261	4118	7093
52112	7342	7966	4618	7280	4950	5970
52114	8778	9838	5408	8320	7342	9880
53453	8216	9526	-	-	4108	10192
54053	10171	13083	6240	8040	12650	18000
54763	8507	9214	6240	8814	6843	8840
53053	8778	9526	-	-	6812	9901
54743	8778	9526	-	-	5980	9708
53853	8778	9838	-	-	-	-
54753	8507	9214	-	-	8913	9880
53302	8216	8882	7228	10166	-	-
54713	8507	9214	6266	8814	6219	8330
55106	-	-	-	-	-	-
55103	7925	9214	-	-	-	-
54733	8778	9526	-	-	-	-
55861	10171	12418	-	-	-	-
55847	-	-	-	-	-	-
55902	-	-	-	-	-	-



Bench Mark Class Title	Equivalent Virginia Classification	Code
Mechanical Engineer	Mechanical Engineer A	51462
Assistant Highway Engineer	Highway Assistant Resident Engineer	51913
Highway Construction Inspector	Highway Construction Inspector A	51763
Highway Construction Engineer	Highway Construction Project Engineer	51766
Geologist	Geologist A	15052
Statistician	Statistician A	22012
Housekeeper	Housekeeping Supervisor A	33405
Food Service Worker	Food Service Aide A	32013
Cook	Cook A	32406
Laundry Worker	Laundry Worker A	33302
Laborer	Trades Laborer	54702
Equipment Operator	Highway Equipment Operator A	52112
Construction Equipment Operator	Highway Equipment Operator C	52114
Stationary Fireman	Stationary Boiler Fireman A	53453
Construction Foreman	Highway Foreman	54053
Maintenance Carpenter	Carpenter	54763
Main. Air Conditioning & Refrig. Mechanic	Air Conditioning & Refrig. Mechanic	53053
Maintenance Electrician	Electrician	54743
Lineman	Lineman	53853
Maintenance Plumber	Plumber - Steamfitter	54753
Radio Mechanic	Radio Mechanic	53302
Maintenance Painter	Painter	54713
Linotype Operator	Linotype Operator - Monotype Operator	55106
Pressman	Pressman	55103
Maintenance Sheet Metal Worker	Sheet Metal Worker	54733
Prison Shoe Industry Foreman	Prison Shoe Industry Foreman	55861
Prison Metal Shop Foreman	Prison Metal Shop Foreman	55847
Prison Tag Shop Foreman	Prison Tag Shop Foreman	55902

TABLE 6

COMPARISON OF NORTH VIRGINIA PAY RANGES  
WITH  
SALARY RANGES OF EQUIVALENT STATE-WIDE CLASSES

NORTHERN VIRGINIA PAY RANGES				STANDARD PAY RANGES					
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS INCREASE IN		
		MIN	MAX		MIN	MAX	MIN	MAX	
88201	Accountant A	6720	8784	23302	5880	7680	+3	+3	
80101	Accountant B MH	9600	12528	23302	8784	12000	+2	+1	
88202	Accountant B	8784	11472	23303	8784	12000	-	-1	
88203	Accountant C	10512	14328	23304	10512	14328	-	-	
88204	Accounting Machine Operator B	6144	8400	22104	5640	7680	+2	+2	
88205	Admissions Counselor	8040	10992	41103	7344	10032	+2	+2	
88206	Agency Personnel Supervisor A	7344	10032	24553	7032	9600	+1	+1	
88270	Agency Personnel Supervisor B	9600	13128	24554	9168	12528	+1	+1	
88262	Air Conditioning and Refrigeration Mechanic	7032	9600	53053	6720	8784	+1	+2	
88207	Air Conditioning and Refrigeration Lead Man	7680	10512	53054	7344	9600	+1	+2	
88276	Auditor A	8784	11472	23083	8040	10512	+2	+2	
80103	Bookkeeping Machine Operator B MH	6144	8400	23353	5160	7032	+4	+4	
88277	Building Construction Inspector	9600	13128	54108	8784	11472	+2	+3	
80149	Building Construction Inspector MH	9600	13128	54108	8784	11472	+2	+3	
88265	Buildings and Grounds Superintendent B	10512	14328	54454	9600	13128	+2	+2	
80104	Buildings and Grounds Supervisor B MH	9168	12000	54452	8040	10512	+3	+3	
88208	Buildings and Grounds Superintendent A	10032	13128	54453	8784	12000	+3	+2	
88209	Buildings and Grounds Supervisor A	7680	10512	54451	7344	9600	+1	+2	
88210	Buildings and Grounds Supervisor B	8400	11472	54452	8040	10512	+1	+2	
88263	Carpenter	5640	7344	54763	5400	6432	+1	+3	
88211	Carpenter Foreman	7032	9168	54765	6720	8400	+1	+2	
88212	Carpenter Lead Man	6144	8040	54764	5880	7344	+1	+2	
88213	Cashier A	6144	8040	23602	5400	7344	+2	+2	
80105	Cashier A MH	5640	7680	23602	5400	7344	+1	+1	
88278	Cashier B	7344	10032	23603	6720	9168	+2	+2	
88214	Clerk B	4920	6432	21203	4128	5400	+4	+4	
88215	Clerk C	5880	7344	21204	4920	6432	+4	+2	
80106	Clerk C MH	5880	7680	21204	4920	6432	+4	+4	
88216	Clerk D	6720	8784	21205	5880	7680	+3	+3	
80107	Clerk D MH	7032	9168	21205	5880	7680	+4	+4	
88217	Clerk Messenger B	4920	6432	21232	4128	5400	+4	+4	
88218	Clerk Stenographer B	5400	7032	21223	4704	5880	+3	+4	
88219	Clerk Stenographer C	6144	8040	21224	5160	6720	+4	+4	
80108	Clerk Stenographer C MH	6144	8040	21224	5160	6720	+4	+4	
88220	Clerk Stenographer D	6720	8784	21225	5880	7680	+3	+3	
80109	Clerk Stenographer D MH	7032	9168	21225	5880	7680	+4	+4	

NORTHERN VIRGINIA PAY RANGES				STANDARD PAY RANGES				
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS INCREASE IN	
		MIN	MAX		MIN	MAX	MIN	MAX
88221	Clerk Typist A	4704	5880	21212	3936	4920	+4	+4
88222	Clerk Typist B	5160	6720	21213	4320	5640	+4	+4
80110	Clerk Typist B MH	5160	6720	21213	4320	5640	+4	+4
88223	Clerk Typist C	5880	7344	21214	4920	6432	+4	+3
80111	Clerk Typist C MH	5880	7680	21214	4920	6432	+4	+4
88225	Computer Operator A	7344	9600	22122	6720	8784	+2	+2
88226	Confidential Secretary	-	9168	21226	-	8400	-	+2
80112	Cook A MH	5160	6432	32406	4128	5160	+5	+5
80113	Cook B MH	5640	7032	32407	4512	5640	+5	+5
80114	Cook C MH	6144	7680	32408	5400	6720	+3	+3
88227	Custodial Worker	4128	5160	33404	3600	4320	+3	+4
80115	Custodial Worker MH	4704	5640	33404	3600	4320	+6	+6
80117	Electrical Lead Man MH	7344	9168	54744	6144	7680	+4	+4
80116	Electroencephalograph Technician	6432	8400	95913	5880	7680	+2	+2
88279	Extension Center Administrative Officer	9600	13128	41596	8784	12000	+2	+2
88271	Extension Center Assistant A	7680	10512	41606	7032	9600	+2	+2
88228	Extension Center Assistant B	9168	12528	41607	8400	11472	+2	+2
88272	Extension Center Civic Education Specialist	7680	10512					
80118	Food Service Aide A MH	4128	4920	32013	3600	4320	+3	+3
80119	Food Service Aide B MH	4512	5400	32014	3936	4704	+3	+3
88229	Food Service Manager A	8040	10992	32352	7680	10032	+1	+2
80120	Food Service Manager A MH	9168	12000	32352	7680	10032	+4	+4
88230	Grounds Lead Man	4920	6144	16404	4512	5400	+2	+3
88231	Groundsman	4704	5640	16403	4128	4704	+3	+4
80121	Groundsman MH	4920	5640	16403	4128	4704	+4	+4
81913	Highway Assistant Resident Engineer Fairfax	10032	13128	51913	9600	12528	+1	+1
81915	Highway Assistant Resident Engineer Leesburg Manassas	10032	13128	51913	9600	12528	+1	+1
81763	Highway Construction Inspector A Fairfax	8040	10512	51763	7032	9168	+3	+3
81769	Highway Construction Inspector A Leesburg Manassas	7344	9600	51763	7032	9168	+1	+1
81764	Highway Construction Inspector B Fairfax	9600	12528	51764	8784	11472	+2	+2
81765	Highway Construction Inspector B Leesburg Manassas	9168	12000	51764	8784	11472	+1	+1
81762	Highway Construction Inspector Trainee Fairfax	6432	8400	51762	5880	7344	+2	+2
81768	Highway Construction Inspector Trainee Leesburg Manassas	5880	7680	51762	5880	7344	-0-	+1
81766	Highway Construction Project Engineer Fairfax	10032	13128	51766	9600	12528	+1	+1
81767	Highway Construction Project Engineer Leesburg Manassas	10032	13128	51766	9600	12528	+1	+1
81882	Highway District Utilities Engineer Fairfax	9600	12528	51882	9168	12000	+1	+1

NORTHERN VIRGINIA PAY RANGES			STANDARD PAY RANGES					
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS INCREASE IN	
		MIN	MAX		MIN	MAX	MIN	MAX
84605	Highway Equipment Electrical Foreman A Fairfax	7680	10032	54605	6720	9168	+3	+2
84605	Highway Equipment Electrical Foreman B Fairfax	8040	10992	54608	7344	10032	+2	+2
84604	Highway Equipment Electrical Lead Man Fairfax	7344	9600	54604	6144	8400	+4	+3
84603	Highway Equipment Electrician Fairfax	6720	8784	54603	5400	7344	+5	+4
84602	Highway Equipment Electrician Helper Fairfax	5640	7344	54603	5400	7344	+1	-0-
88266	Highway Equipment Mechanic A	5880	8040	53183	5400	7344	+2	+2
83183	Highway Equipment Mechanic A Fairfax	6720	8784	53183	5400	7344	+5	+4
83187	Highway Equipment Mechanic A Leesburg Manassas	5880	8040	53183	5400	7344	+2	+2
83189	Highway Equipment Mechanic B	6432	8784	53184	5880	8040	+2	+2
83184	Highway Equipment Mechanic B Fairfax	7344	9600	53184	5880	8040	+5	+4
83182	Highway Equipment Mechanic Helper Fairfax	5640	7344	53182	4320	5880	+6	+5
83186	Highway Equipment Mechanic Helper Leesburg Manassas	4704	6432	53182	4320	5880	+2	+2
82112	Highway Equipment Operator A Fairfax	5880	7680	52112	4512	5880	+6	+6
82114	Highway Equipment Operator A Leesburg Manassas	5160	6720	52112	4512	5880	+3	+3
88273	Highway Equipment Operator B	5400	7032	52113	4920	6432	+2	+2
82113	Highway Equipment Operator B Fairfax	6432	8400	52113	4920	6432	+6	+6
82115	Highway Equipment Operator B Leesburg Manassas	5640	7344	52113	4920	6432	+3	+3
83185	Highway Equipment Repair Foreman A Fairfax	8040	10512	53185	6720	9168	+4	+3
83108	Highway Equipment Repair Foreman A Leesburg Manassas	7032	9600	53185	6720	9168	+1	+1
84053	Highway Foreman Fairfax	7032	9600	54053	5880	7680	+4	+5
84059	Highway Foreman Leesburg Manassas	6432	8400	54053	5880	7680	+2	+2
84051	Highway Foreman Trainee Fairfax	6144	8040	54051	4704	6144	+6	+6
84050	Highway Foreman Trainee Leesburg Manassas	5400	7032	54051	4704	6144	+3	+3
84052	Highway Maintenance Helper Fairfax	5160	6432	54052	3744	4512	+7	+8
84058	Highway Maintenance Helper Leesburg Manassas	4320	5160	54052	3744	4512	+3	+3
84054	Highway Maintenance Superintendent A Fairfax	7680	10032	54054	6432	8400	+4	+4

NORTHERN VIRGINIA PAY RANGES				STANDARD PAY RANGES				
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS INCREASE IN	
		MIN	MAX		MIN	MAX	MIN	MAX
84060	Highway Maintenance Superintendent A Leesburg Manassas	7032	9600	54054	6432	8400	+2	+3
84055	Highway Maintenance Superintendent B. Fairfax	8040	10992	54055	7344	10032	+2	+2
84061	Highway Maintenance Superintendent B Leesburg Manassas	8040	10992	54055	7344	10032	+2	+2
81932	Highway Materials Technician A Fairfax	5160	6144	51932	4704	5640	+2	+2
81935	Highway Materials Technician A Leesburg Manassas	4920	5880	51932	4704	5640	+1	+1
81933	Highway Materials Technician B Fairfax	6720	8784	51933	6144	8040	+2	+2
81936	Highway Materials Technician B Leesburg Manassas	6432	8400	51933	6144	8040	+1	+1
81934	Highway Materials Technician C Fairfax	8400	10992	51934	7680	10032	+2	+2
81937	Highway Materials Technician C Leesburg Manassas	8040	10512	51934	7680	10032	+1	+1
81754	Highway Residency Engineering Clerk Fairfax	6432	8784	51754	5640	7680	+3	+3
81756	Highway Residency Engineering Clerk Leesburg Manassas	6144	8400	51754	5640	7680	+2	+2
84057	Highway Residency Maintenance Supervisor Fairfax	9800	12528	54057	8784	11472	+2	+2
84062	Highway Residency Maintenance Supervisor Leesburg Manassas	9600	12528	54057	8784	11472	+2	+2
81914	Highway Resident Engineer A Fairfax	12000	15675	51914	11472	15000	+1	+1
81916	Highway Resident Engineer A Leesburg Manassas	12000	15675	51914	11472	15000	+1	+1
81752	Highway Timekeeper Fairfax	6144	8040	51752	4704	6144	+6	+6
81753	Highway Timekeeper Leesburg Manassas	5400	7032	51752	4704	6144	+3	+3
81505	Highway Traffic Engineer A Fairfax	10032	13128	51505	9168	12000	+2	+2
81502	Highway Traffic Technician A Fairfax	5160	6144	51502	4704	5640	+2	+2
81503	Highway Traffic Technician B Fairfax	6720	8784	51503	6144	8040	+2	+2
81504	Highway Traffic Technician C Fairfax	8400	10992	51504	7680	10032	+2	+2
88274	Housekeeping Supervisor A	4512	5880	33405	4128	4920	+2	+4
88232	Housekeeping Supervisor B	4920	6432	33406	4704	5880	+1	+2
88233	Information Director A	10992	15000	44406	10032	13728	+2	+2
88234	Information Technician	7344	10032	44403	6720	9168	+2	+2
88235	Institutional Chauffeur	5400	7032	52054	4920	6144	+2	+3
88275	Institutional Planning and Construction Engineer A	10032	13128	51423	9168	12000	+2	+2

NORTHERN VIRGINIA PAY RANGES				STANDARD PAY RANGES					
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS	INCREASE	
		MIN	MAX		MIN	MAX		MIN	MAX
88236	Institutional Planning and Construction Engineer C	13128	17150	51425	12000	15000	+2	+3	
88237	Institutional Police Chief A	7344	10032	72903	7032	9168	+1	+2	
88238	Institutional Policeman	6720	9168	72902	6432	8400	+1	+2	
88264	Key Punch Supervisor	7032	9600	22105	6432	8784	+2	+2	
88239	Laboratory Mechanic A	5640	7680	53802	5160	6432	+2	+4	
88240	Laboratory Mechanic B	6432	8400	53803	6144	7680	+1	+2	
88241	Laboratory Mechanic C	7344	10032	53804	7032	9168	+1	+2	
88280	Language Laboratory Technician	7344	10032	41801	6720	9168	+2	+2	
88242	Learning Laboratory Technician	6720	9168	41014	6144	8400	+2	+2	
88243	Library Assistant	6720	8784	42001	6144	8040	+2	+2	
80123	Mental Hospital Assistant Superintendent Administrative A MH	15000	19600	21722	13128	17150	+3	+3	
80124	Mental Hospital Chief of Service MH	25600	30600	91604	22400	26800	+3	+3	
80125	Mental Hospital Clinical Director MH	26800	32000	91605	23400	28000	+3	+3	
80126	Mental Hospital General Duty Nurse MH	8400	10032	94603	7680	9168	+2	+2	
80127	Mental Hospital Head Nurse MH	9168	10512	94604	8400	9600	+2	+2	
80128	Mental Hospital Nurse Supervisor MH	10032	12000	94605	9168	10992	+2	+2	
80129	Mental Hospital Nursing Director B MH	12528	17150	94608	11472	15675	+2	+2	
80130	Mental Hospital Reimbursement Investigator A MH	8784	12000	21502	7680	10032	+3	+4	
80131	Mental Hospital Staff Physician MH	22400	26800	91603	21400	25600	+1	+1	
80132	Mental Hospital Superintendent A MH	29300	33400	91606	26800	30600	+2	+2	
88267	Painter	5640	7344	54713	5400	6432	+1	+3	
88245	Painter Foreman	7032	9168	54715	6720	8400	+1	+2	
80133	Psychiatric Aide MH	5640	7032	94903	4704	5880	+4	+4	
80134	Psychiatric Aide Trainee MH	-	5160	94902	-	4320	-	+4	
80150	Psychiatric Practical Nurse A MH	6720	8400	94912	6144	7680	+2	+2	
80151	Psychiatric Practical Nurse B MH	7344	9168	94913	6720	8400	+2	+2	
80135	Psychiatric Social Worker A MH	10032	10992	92022	8040	8784	+5	+5	
80136	Psychiatric Social Worker B MH	12000	15000	92023	9168	12000	+6	+5	
80137	Psychiatric Social Worker C MH	13128	16400	92024	10512	13728	+5	+4	
80138	Psychologist A MH	10032	10992	92202	8040	8784	+5	+5	
80140	Psychologist B Doctorate MH	13128	18700	92203	10512	13728	+5	+4	
80139	Psychologist B Masters MH	12000	15675	92203	9600	12500	+5	+5	

NORTHERN VIRGINIA PAY RANGES				STANDARD PAY RANGES				
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS MIN	INCREASE IN MAX
		MIN	MAX		MIN	MAX		
80142	Psychologist C Doctorate MH	14328	18700	92204	12000	17150	+4	+2
80141	Psychologist C Masters MH	14328	17150	92204	12000	17150	+4	-0-
80143	Psychologist D MH	17150	21400	92207	14328	18700	+4	+3
88246	Purchase and Stores Supervis- or A	6720	9168	26062	6432	8784	+1	+1
88247	Purchase and Stores Supervis- or B	9168	12528	26066	8400	11472	+2	+2
80144	Recreation Supervisor A MH	8040	10512	62512	6720	8784	+4	+4
88248	Registered General Duty Nurse	8400	10512	94503	7680	9168	+2	+3
86004	Rest Area Custodian Leesburg Manassas	4920	6432	16004	4512	5880	+2	+2
88249	Scholarship and Placement Assistant	8400	11472	41612	7680	10512	+2	+2
80145	Special Activities Aide MH	5640	7344	94232	4704	6144	+4	+4
88261	Stationary Boiler Fireman A	4920	6144	53453	4704	5640	+1	+2
88250	Store Clerk A	4512	6144	25502	3744	5160	+4	+4
88251	Store Clerk B	5400	7344	25503	4704	6432	+3	+3
88252	Store Manager A	5880	8040	25504	5400	7344	+2	+2
88253	Store Manager B	6432	8784	25505	5880	8040	+2	+2
88254	Storekeeper Assistant	5160	7032	25304	4704	6144	+2	+3
88255	Storekeeper Supervisor A	5640	7680	25306	5400	7032	+1	+2
80146	Storekeeper Supervisor A MH	6144	8040	25306	5400	7032	+3	+3
88256	Storekeeper Supervisor B	6432	8784	25307	6144	8040	+1	+2
88260	Storekeeper Supervisor C	7032	9600	25308	6720	8784	+1	+2
81807	Survey Party Chairman Fairfax	6144	8040	51807	5640	6720	+2	+4
81811	Survey Party Chairman Leesburg Manassas	5880	7680	51807	5640	6720	+1	+3
81805	Survey Party Chief Fairfax	9168	12000	51805	8784	11472	+1	+1
81808	Survey Party Chief Leesburg Manassas	9168	12000	51805	8784	11472	+1	+1
31803	Survey Party Levelman Fairfax	6720	8784	51803	6144	8040	+2	+2
31809	Survey Party Levelman Leesburg Manassas	6432	8400	51803	6144	8040	+1	+1
31802	Survey Party Rodman Fairfax	5160	6144	51802	4704	5640	+2	+2
31806	Survey Party Rodman Leesburg Manassas	4920	5880	51802	4704	5640	+1	+1
31804	Survey Party Transitman Fairfax	8040	10032	51804	7032	9168	+3	+2
31810	Survey Party Transitman Leesburg Manassas	7680	9600	51804	7032	9168	+2	+1
8257	Switchboard Operator A	5160	6720	21302	4320	5610	+4	+4
8258	Switchboard Operator B	5400	7344	21303	4704	6432	+3	+3
8268	Utility Service Foreman	5160	7032	54803	4920	6432	+1	+2
8269	Utility Serviceman	4512	6144	54802	4320	5640	+1	+2
0147	Utility Serviceman MH	5400	7032	54802	4320	5640	+5	+5
0148	Volunteer Services Supervis- or MH	8040	10512	92953	6144	8040	+6	+6
8259	Watchman B	4920	6720	31403	4512	5880	+2	+3

NORTHERN VIRGINIA PAY RANGES				STANDARD PAY RANGES				
CODE	NORTH VIRGINIA CLASS TITLE	PAY RANGE		CODE	PAY RANGE		NO. STEPS	INCREASE IN
		MIN	MAX		MIN	MAX		
83950	Weigh Party Aide Fairfax	4920	6720	53953	4512	6144	+2	+2
83953	Weigh Party Aide Leesburg Manassas	4704	6432	53953	4512	6144	+1	+1
83952	Weigh Party Chief Fairfax	6432	8784	53955	5880	8040	+2	+2
83955	Weigh Party Chief Leesburg Manassas	6144	8400	53955	5880	8040	+1	+1
83951	Weigh Party Recorder Fairfax	5400	7344	53954	4920	6720	+2	+2
83954	Weigh Party Recorder Leesburg Manassas	5160	7032	53954	4920	6720	+1	+1



COMPARISON OF NORTH VIRGINIA SALARY DATA  
WITH  
TOTAL REPORTED STATE DATA

Bench Mark Class Title	Public Jurisdictions						Private Industry					
	Mean Entry Rate	N.V. Min	% + or -	Mean Max Rate	N.V. Max	% + or -	Mean Entry Rate	N.V. Min	% + or -	Mean Max Rate	N.V. Max	% + or -
Junior Clerk	3914	5496	+40	5149	7748	+50	4341	3744	-14	5687	7704	+35
Junior Typist	3903	4368	+12	5096	8148	+60	4517	4176	-8	5942	8496	+46
Junior Stenographer	4521	4368	-3	5952	8544	+44	5123	4176	-18	6950	9293	+34
Senior Stenographer	5345	5976	+12	7194	9999	+39	5706	4800	-16	7455	8986	+21
Duplicating Machine Operator	5231	6444	+23	6935	8928	+29	5131	4200	-18	7959	9693	+22
Switchboard Operator	4050	5496	+36	5332	8710	+63	4774	4160	-13	6224	7280	+1F
Storekeeper	5569	7586	+36	7397	12420	+68	7989	5720	-28	10190	12576	+23
Warehouse Superintendent	8471	9542	+13	10928	13202	+21	9949	8000	-20	14136	11560	-18
Buyer	6987	9542	+37	9155	13806	+51	9293	6656	-28	13688	13900	+2
Account Clerk	5374	7020	+31	7123	10457	+4F	5580	4620	-17	7647	9100	+19
Accountant	8484	7176	-15	10927	13806	+26	8834	7800	-12	11823	13000	+10
Senior Accountant	10120	12038	+19	13242	17342	+31	13418	9300	-31	17817	19200	+8
Budget Analyst	9143	13202	+44	11957	19006	+59	10402	9308	-11	15826	15340	-3
Personnel Analyst	8638	8952	+4	12827	19006	+48	-	-	-	-	-	-
Community Planner	10539	9876	-6	13459	19006	+41	-	-	-	-	-	-
Key Punch Operator	4806	6318	+31	6351	8952	+41	5608	4620	-18	7362	7536	+3
Key Punch Supervisor	6796	7368	+8	8995	10956	+22	9394	7311	-22	12954	9984	-23
Computer Operator	6785	7233	+7	8906	11304	+27	6500	5232	-20	8529	10536	+24
Computer Programmer	8594	9876	+15	11386	15137	+33	9613	7644	-20	13639	12116	-11
Information Director	12021	8988	-25	15580	23956	+54	-	-	-	-	-	-
Custodial Worker	4287	4572	+F	5633	7586	+35	5284	4160	-21	6953	7592	+9
Watchman	4027	5527	+3F	5299	7919	+49	6354	4620	-27	7179	9288	+29
Librarian	8468	8580	+1	11208	13806	+23	-	-	-	-	-	-
Library Director	13406	19318	+44	17194	27216	+58	-	-	-	-	-	-
Recreation Supervisor	7469	6552	-12	9890	12599	+2F	-	-	-	-	-	-

COMPARISON OF NORTH VIRGINIA SALARY DATA  
WITH  
TOTAL REPORTED STATE DATA

Bench Mark Class Title	Public Jurisdictions						Private Industry					
	Mean				Mean				Mean			
	Entry Rate	N.V. Min	% + or -	Max Rate	N.V. Max	% + or -	Rate	N.V. Min	% + or -	Max Rate	N.V. Max	% + or -
Police Patrolman	7227	6864	-5	9687	14016	+45	-	-	-	-	-	-
Police Sergeant	8303	7488	-10	10970	15137	+38	-	-	-	-	-	-
Police Dispatcher	6204	4992	-20	8127	6240	-23	-	-	-	-	-	-
Rodman	5203	4992	-4	6855	8910	+30	6856	7536	+10	7534	8496	+13
Survey Party Chief	8683	10884	+25	11341	16572	+46	9592	9828	+2	12439	11052	-11
Draftsman	7136	6552	-8	9365	12420	+33	6309	5980	-5	9833	9288	-5
Civil Engineer	9311	8988	-3	12661	16644	+31	-	-	-	-	-	-
Electrical Engineer	9200	7800	-15	12441	14471	+16	11454	10320	-10	16451	12900	-21
Mechanical Engineer	10591	9999	-6	13996	14471	+3	-	-	-	-	-	-
Assistant Highway Engineer	12948	17280	+33	17118	23568	+38	-	-	-	-	-	-
Highway Construction Inspector	8058	8532	+6	10458	11844	+13	-	-	-	-	-	-
Statistician	8880	9999	+13	11520	14471	+26	-	-	-	-	-	-
Food Service Worker	-	-	-	-	-	-	3458	3328	-4	4719	4575	-3
Cook	-	-	-	-	-	-	5227	5200	-1	6890	6824	-1
Laundry Worker	-	-	-	-	-	-	4645	4420	-5	5618	5408	-4
Laborer	4426	4788	+8	5757	8710	+51	5346	5054	-5	5993	7592	+2F
Equipment Operator	5026	4992	-1	6643	9999	+51	5815	9797	+68	7471	10650	+43
Construction Equipment Operator	6087	5724	-6	8211	11476	+40	-	-	-	-	-	-
Stationary Fireman	-	-	-	-	-	-	7845	6240	-20	8885	11544	+30
Construction Foreman	6840	9126	+33	9030	12599	+40	-	-	-	-	-	-
Maintenance Carpenter	5975	7919	+33	7869	10956	+39	8533	6656	-22	13934	11752	-16
Maintenance Air Conditioning and Refrigeration Mechanic	7510	8124	+8	9355	12599	+35	8303	7072	-15	9763	12480	+28
Maintenance Electrician	6924	8314	+20	9205	11712	+2F	9020	7072	-22	10049	12480	+24
Maintenance Plumber	6575	7919	+20	8510	10956	+29	8050	7072	-12	8364	11232	+34
Radio Mechanic	7081	7176	+1	9533	13202	+38	-	-	-	-	-	-
Maintenance Painter	6586	7919	+20	8631	10956	+2F	7420	6656	-10	8349	11232	+35
Linotype Operator	-	-	-	-	-	-	6506	6240	-4	10215	10213	0

PARTICIPANTS IN THE SALARY STUDY

BY TYPE OF JURISDICTION

Federal Installations

Fort Eustis  
U. S. Army

V. A. Hospital  
Hampton, Virginia

Langley Air Force Base

5th Naval District  
Norfolk, Virginia

Government Services Administration  
Norfolk, Virginia

Fort Monroe  
U. S. Army

Norfolk Naval Shipyard  
Portsmouth, Virginia

U. S. Department of Labor  
Washington, D. C.

U. S. Department of Justice  
Bureau of Prisons  
Washington, D. C.

Government Services Administration  
Washington, D. C.

Smithsonian Institution  
Washington, D. C.

Veterans Administration  
Washington, D. C.

National Park Service  
Washington, D. C.

U. S. Department of the Interior  
Washington, D. C.

Florida  
Georgia  
Indiana  
Kentucky  
Maryland  
North Carolina  
Pennsylvania  
Tennessee

Virginia City and County Jurisdictions

Arlington  
Fairfax  
Alexandria  
Richmond  
Henrico  
Petersburg  
Fredricksburg  
Norfolk  
Newport News  
Portsmouth  
Chesapeake  
Virginia Beach  
Danville  
Bristol  
Roanoke  
Lynchburg  
Salem  
Harrisonburg  
Charlottesville  
Winchester  
Hampton

Private Industries

Reynolds Metal Company  
Richmond, Virginia

H. Robins Company  
Richmond, Virginia

Philip Morris, Inc.  
Richmond, Virginia

Great Atlantic & Pacific Tea Company  
Richmond, Virginia

Continental Can Company, Inc.  
Paperboard & Kraft Paper Division  
Hopewell, Virginia

Dow Badische Company  
Williamsburg, Virginia

Williams Paving Co., Inc.  
Hampton, Virginia

Colonial Stores, Inc.  
Norfolk, Virginia

Tidewater Construction Corporation  
Norfolk, Virginia

Planters, Division of Standard Brands, Inc.  
Suffolk, Virginia

Dan River, Inc.  
Danville, Virginia

Dibrell Brothers, Inc.  
Danville, Virginia

American Furniture Company, Inc.  
Martinsville, Virginia

E. I. DuPont de Nemours Co.  
Martinsville, Virginia

Craddock-Terry Shoe Corporation  
Lynchburg, Virginia

Babcock & Wilcox Company  
Naval Nuclear Fuel Division  
Lynchburg, Virginia

Eli Lilly & Co., Inc.  
Creative Packaging Co.  
Roanoke, Virginia

Ingersoll-Rand Co.  
Roanoke, Virginia

Eaton Yale & Towne, Inc.  
Salem, Virginia

Corning Glass Works  
Blacksburg, Virginia

American Screw Co.  
Div. of Textron, Inc.  
Wytheville, Virginia

Bristol Steel & Iron Works, Inc.  
Bristol, Virginia

Westvaco Corporation  
Covington, Virginia

American Safety Razor Co.  
A Division of Philip Morris, Inc.  
Staunton, Virginia

Walker Manufacturing Co.  
Harrisonburg, Virginia

Shenandoah Valley Apple Corporation  
Winchester, Virginia

General Electric Company  
Waynesboro, Virginia

Thiokol Chemical Corporation  
Thiokol Fibers Division  
Waynesboro, Virginia

Sperry Rand Corporation  
Sperry Marine System Division  
Charlottesville, Virginia

Stromberg-Carlson  
A Subs. of General Dynamics Corporation  
Charlottesville, Virginia

American Viscose  
Division of FMC Corporation  
Fredericksburg, Virginia

L. Greif and Brothers, Inc.  
Fredericksburg, Virginia

Atlantic Research Corporation  
Div. of the Susquehanna Corp.  
Alexandria, Virginia

Melpar  
A Div. of LTV ElectroSystems, Inc.  
Falls Church, Virginia

Keuffell-Esser Co.  
Arlington, Virginia

General Electric Corporation  
Portsmouth, Virginia

Virginia Electric and Power Company  
Richmond, Virginia

C & P Telephone Company  
Richmond, Virginia

Life Insurance Company of Virginia  
Richmond, Virginia

Federal Reserve Bank  
Richmond, Virginia

Anhauser-Busch  
Williamsburg, Virginia

Colonial Williamsburg Foundation  
Williamsburg, Virginia

Newport News Shipbuilding and Dry Dock Co.  
Newport News, Virginia

Basic Construction Co.  
Newport News, Virginia

Bendix Corporation  
Newport News, Virginia

Noland Company  
Newport News, Virginia

Ames & Webb, Inc.  
Norfolk, Virginia

Ford Motor Co.  
Norfolk, Virginia

Smith-Douglass Co., Inc.  
Norfolk, Virginia

Goodyear Tire & Rubber Co.  
Danville, Virginia

National Homes Corporation  
Collinsville, Virginia

Appalachian Power Co.  
Roanoke, Virginia

Norfolk & Western Railroad Co.  
Roanoke, Virginia

Hercules, Inc.  
Radford, Virginia

Basic Witz Furniture Industries, Inc.  
Staunton, Virginia

Smith's Transfer Corporation of Staunton  
Staunton, Virginia

State Farm Insurance Co.  
Charlottesville, Virginia

Virginia National Bank  
Alexandria, Virginia

P R C Computer Center  
McLean, Virginia

Bergmann Laundry  
Washington, D. C.

Mariott Corporation  
Washington, D. C.

Washington Gas & Light Co.  
Washington, D. C.

COMMONWEALTH OF VIRGINIA  
DEPARTMENT OF PERSONNEL  
Richmond, Virginia

SALARY STUDY

1. What are your pay increase policies?

Salary Employees:

Number of pay steps \_\_\_\_\_ Percentage spread from minimum  
to maximum \_\_\_\_\_

Are raises based on: Seniority \_\_\_\_\_ Merit \_\_\_\_\_ Both \_\_\_\_\_

How often eligible for a raise? \_\_\_\_\_

Wage Employees:

Number of pay steps \_\_\_\_\_ Percentage spread from minimum  
to maximum \_\_\_\_\_

Are raises based on: Seniority \_\_\_\_\_ Merit \_\_\_\_\_ Both \_\_\_\_\_

How often eligible for a raise? \_\_\_\_\_

2. Do you require applicants to take a test to demonstrate ability?

	<u>On Entry</u>		<u>For Promotion</u>	
Salary Employees	Yes _____	No _____	Yes _____	No _____
		:		
Wage Employees	Yes _____	No _____	Yes _____	No _____

3. What general increases have been granted by your organization since:

	<u>Amount of Increase Given Employees</u>	
	<u>Salary Employees</u>	<u>Wage Employees</u>
_____ Date	_____ %	_____ %
_____ Date	_____ %	_____ %
_____ Date	_____ %	_____ %

4. What is the approximate number of employees in your organization:

Under 201 _____	1001 - 2000 _____	8000 - 12,000 _____
201 - 500 _____	2001 - 4000 _____	over 12,000 _____
501 - 1000 _____	4001 - 8000 _____	



Do you have a longevity factor in your plan? Yes \_\_\_\_\_ No \_\_\_\_\_

If the answer is YES, kindly explain how this factor pertains to the applicable classes above.

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Do you have any shift or other pay differentials in your plan? Yes \_\_\_\_\_ No \_\_\_\_\_

If the answer is YES, kindly explain how they pertain to the applicable classes above.

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Date your present compensation plan adopted: \_\_\_\_\_

COMMONWEALTH : CODE NO. \_\_\_\_\_ All returns will be held in strict  
 OF : confidence. Questionnaires are identified by code number  
 VIRGINIA : solely as a control procedure and to enable us to clarify  
 : returns with you, if necessary

INSTRUCTIONS:

In filling out this questionnaire, please follow the MESSENGER example given below. Read each work description, and please do not answer unless employees perform work similar to that described. Please indicate whether the salary rate submitted is hourly, weekly, or monthly as shown in the example below.

In the columns headed, "Minimum Rate", "Normal Hiring Rate", and "Normal Maximum Rate", please insert the normal gross (excluding bonuses, overtime, and profit sharing) rates of pay from your established salary structure for that particular class that are now in effect or will be in effect within the next three months.

In the column headed "Hours Per Week", please indicate the hours per week an employee in that position works.

DO YOU WISH A COPY OF THE SUMMARY OF THE DATA COLLECTED DURING THIS SURVEY?

YES NO

KIND OF WORK (POSITION CLASSIFICATION) EXAMPLE	No. Employees in Class	Rates per hour, week, month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
MESSENGER-Runs errands; wraps packages; sorts mail; and stuffs and seals outgoing mail; may do very simple clerical work under close supervision	6				40
JUNIOR CLERK - Entrance level. Performs simple routine duties in the collection and distribution of mail and office supplies; stuffs envelopes; wraps packages, and arranges stock items on shelves; no previous experience necessary.					
JUNIOR TYPIST - Entrance level; types letters, statements, reports, and other materials from copy or rough draft; types entries on report forms; types lists or indexes; does routine work; no prior experience required.					
JUNIOR STENOGRAPHER - Entrance level; takes and transcribes relatively simple oral dictation; does routine typing and clerical work; maintains simple files; answers telephone; no prior experience required.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
SENIOR STENOGRAPHER - Performs advanced clerical, stenographic, and secretarial work; makes decisions, determinations, and interpretations based on thorough knowledge of statutory or departmental requirements; public contacts are important element of work.				
DUPLICATING MACHINE OPERATOR - Operates offset duplicating machines requiring some prior experience; cleans, treats and attaches master copy to duplicating machine; makes minor machine adjustments; maintains inventory of plates, paper and supplies; maintains simple production records.				
SWITCHBOARD OPERATOR - Operates private branch exchange switchboard; answers phone calls and makes appropriate connections; provides routine non-technical information; maintains records of calls; may serve as receptionist.				
STOREKEEPER - Supervises small crew receiving materials for storage and issue, inspects for quantity and quality; fills requisitions; maintains inventory, invoice, requisition and other files.				
WAREHOUSE SUPERINTENDENT - Supervises operation of a large warehouse. Establishes procedures for receiving, storing and issuing supplies; supervises the receiving, storing and issuing of all warehouse items; determines most feasible transportation method for delivery of materials; establishes minimum and maximum stock levels and replenishment levels. Supervises the taking of physical inventories.				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
BUYER - Performs specialized work in large scale purchasing of wide variety of supplies, material and equipment; examines requisitions; prepares invitations for bids and examines bids for compliance with specifications; maintains price-trend and market condition information. High school and four years' purchasing experience required.				
LIQUOR SALES CLERK - Accepts and fills orders for alcoholic beverages over the counter; serves as check-out clerk in self-service store; collects payments and makes change; makes daily reconciliation of cash received; makes periodic inventory of stocks on hand and requests replenishment of stocks on shelves.				
ACCOUNT CLERK - Performs difficult bookkeeping and clerical work. Receives and accounts for large volume of cash receipts; audits purchase orders and requisitions; reviews statements of receipts and expenditures and codes, batches and approves such items for posting; balances and reconciles accounts; prepares financial statements. Requires high school and four years clerical experience including one year of work involving accounting, auditing, or responsible bookkeeping.				
ACCOUNTANT - This is a beginning level professional position in the maintenance of moderately complex financial records. Performs internal audits; analyzes records, statements and reports; assembles data for and prepares budgetary requests; supervises systems of accounting records to show costs of a large variety of research and other agency projects. College graduation with major in accounting and one year of experience required				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
<p>SENIOR ACCOUNTANT - Major policy planning and development responsibilities in supervising large and complex accounting program; directs preparation of accounting reports; analyzes and interprets accounting data. Supervises the maintenance of a detailed centralized accounting record system relating to the cost and use of equipment. College graduation with major in accounting or business administration and three years of accounting, auditing or responsible bookkeeping work required.</p>				
<p>BUDGET ANALYST - Beginning level technical and analytical work in budget administration. Verifies mathematical accuracy of budget requests; prepares comparative summaries of agency spending requests; analyzes budget requests for personnel and equipment and makes field investigation to verify needs. Requires college graduation with major in business administration or related field and two years' experience in government budgeting, management or program administration.</p>				
<p>PERSONNEL ANALYST - Surveys, reviews, analyzes and evaluates positions; determines proper classification; drafts specifications; participates in recruitment and development programs; administers examinations; and conducts oral interviews. Assembles data and makes recommendations on adjustments to pay plans; develops performance evaluation systems and designs evaluation forms.</p>				
<p>COMMUNITY PLANNER - Furnishes professional and technical advice in development of plans to attract industry, and organization and programming of land utilization and recreational facilities. Professional training and considerable experience in regional planning required.</p>				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour		month	Hours per Week
		Minimum	Hiring Rate	Normal Maximum Rate	
KEY PUNCH OPERATOR - Operates Alpha-numeric key punch machine; checks accuracy by using verifier; performs simple filing operations; operates simple related office machines.					
KEY PUNCH SUPERVISOR - Supervises a large number (15-30) key punch operators; trains new employees; prepares program cards and assists in designing layout of cards; supervises application of codes to data being punched.					
COMPUTER OPERATOR - Operates and monitors controls of a computer and peripheral equipment; stops equipment in event of malfunction and makes minor adjustments, maintains operating records related to computer operation; may serve as punched or magnetic tape librarian.					
COMPUTER PROGRAMMER - Technical work in the preparation and testing of complex computer programs. Writes computer programs using a standard assembly language; prepares block diagrams and machine logic plan charts; tests and debugs computer programs. College graduation supplemented by completion of a standard computer course and some experience as a Computer Trainee required.					
INFORMATION DIRECTOR - Directs public information activities of a large agency; supervises specialized staff of radio, television, visual aids, publications and news specialists; plans public information programs, determines priority of projects, and assigns work to specialists.					
CUSTODIAL WORKER - Mops, waxes, buffs, and vacuums floors; scrubs and polishes lavatories and replenishes lavatory supplies; replaces light bulbs and fuses; moves furniture; gathers and disposes of refuse; cleans and scrubs windows and walls; dusts and polishes furniture; gathers and disposes of refuse.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour week month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
WATCHMAN - Makes rounds of assigned area punching watchman's clock at designated stations; checks to see that windows, doors, and lights are properly secured; checks incoming and outgoing vehicles; may perform minor custodial activities.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour		month	Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
FINE ARTS MUSEUM TECHNICIAN-Designs and supervises construction of exhibits in a museum; designs and builds special equipment; directs the lighting of galleries and exhibitions; supervises music and drama recordings. Requires Master's Degree with specialization in areas of stage design, construction and lighting.					
LIBRARIAN-Entrance level professional Librarian. Classifies books; catalogs books and periodicals; searches indexes and catalogs; recommends book purchases; provides readers service; may direct operations of a small branch library. College degree with specialization in Library Science required.					
LIBRARY DIRECTOR-Directs a large scale general library service or a smaller specialized subject matter library; supervises all professional administrative or clerical operations of such library. Degree in Library Science and considerable professional experience required.					
RETARDED CHILDREN'S VOCATIONAL INSTRUCTOR-Non-professional teaching of retarded children. Plans and teaches courses in a vocational field such as cosmetology, shoe repair, auto mechanics, etc. to mentally retarded children in an institution.					
HOUSE PARENT-Supervises a group of children living in cottages, instructs children in the cleaning and care of a cottage and in such housekeeping tasks as straightening beds, sweeping and polishing floors, washing windows and cleaning lavatories; makes repairs to children's clothing and bed linens; assists in supervising group recreation and games and handicraft groups					



KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
<p>PROBATION AND PAROLE OFFICER - Prepares a plan of home and employment adjustment prior to release of inmate; supervises probationers and parolees; prepares, for use in rendering sentence, report containing personal and social information which may have a bearing on sentence to be imposed. College degree with courses in the social sciences and one year of experience required.</p>					
<p>PROBATION AND PAROLE SUPERVISOR - Plans and implements training programs for a number of Parole officers in a state district; visits district offices to explain policies rules and regulations, and supervises and evaluates probation work of local parole officers; visits correctional institutions to conduct pre-parole investigations. Requires college graduation including courses in psychology, sociology or criminology and three years of experience as a Parole Officer.</p>					
<p>CORRECTIONAL INSTITUTION TRAINING OFFICER - Plans and directs in-service training programs for custodial personnel responsible for security of prisoners in a correctional institution. Coordinates lectures and instruction with regular activities and staff schedules; assesses instructional program and changing needs and activities of institutions to revise training courses. Requires college graduation and three years of experience in employee training, adult education in the field of penology.</p>					
<p>PRISON GUARD - Performs guard, disciplinary, and escape prevention duties for group of prisoners. Accounts for assigned prisoners at beginning and end of work period; issues passes to prisoners for authorized absences; escorts prisoners to and from meals; patrols post on prison wall and observes defined area for attempted escapes or disturbances; cleans and maintains firearms; identifies visitors; censors mail; escorts prisoners being transferred; guards prisoners in cell buildings.</p>					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
<p>RETARDED CHILDREN'S SCHOOL PRINCIPAL Professional and school administrative work. Plans, coordinates and directs educational program at an institution for retarded children; plans courses of instruction; supervises academic staff. Post-graduate Professional Certificate in teaching lower or higher grades and one year of experience with retarded children required.</p>				
<p>SOCIAL SERVICE AIDE-Sub-professional social service work in arranging admissions to and separations from an institution. Interviews patients to obtain social data; abstracts or summarizes data; makes field trips and investigations to obtain data on nursing or convalescent homes; makes house visits to determine that medical and social plans are being carried out.</p>				
<p>MEDICAL SOCIAL WORKER-Collects social data and provides case work services to hospital or clinic patients; conducts interviews and makes social evaluations of cases to help physician understand patient and his socio-medical problems; maintains case records. Master's Degree from an accredited school of social work required.</p>				
<p>SOCIAL WORK SUPERVISOR-Consultative service to state-wide program of psychiatric and medical social work; visits clinics or institutions and confers on problems relating to social service; reviews case records plans and implements staff development programs and conducts training conferences. Requires Master's Degree in social work and five years of medical or psychiatric social work experience</p>				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
DIRECTOR OF CORRECTIONS - Directs statewide system for the custody, treatment and rehabilitation of adult offenders. Directs work of superintendents of penitentiary, prison farms and special centers; coordinates extensive program of prison industries emphasizing rehabilitation aspects; directs periodic inspection and evaluation of jails, lock-up and jail farms; supervises training of jail personnel and upgrading of facilities. Requires college degree in penology or closely related field and six years of administrative and supervisory experience in a penal system.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour week month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
<p>FARMER - Prepares land with tractor-drawn harrow or turn plow; plants, cultivates, fertilizes and harvests field crops; milks cows, distributes feed, cleans dairy barn; operates various types of farm equipment and machinery. May supervise a small group of persons performing similar tasks.</p>				
<p>FARM MANAGER - Supervises patient, inmate, student and employed labor in the operation of dairies, truck farms, poultry raising operations and similar activities; in a small operation personally participates in the work; determines equipment, seed and fertilizer needs and arranges for procurement; plans time and method of operation.</p>				
<p>LIVESTOCK INSPECTOR - Inspects livestock for evidence of disease; inspects and disinfects stockyards, stock markets and sales barns; inspects garbage-cooking equipment for proper operation; operates and gives routine maintenance to power spray disinfectant equipment. Requires high school and two years of experience with livestock.</p>				
<p>DAIRY INSPECTOR - Inspects dairies and checks plant conditions for compliance with sanitation standards recommends issuance or revocation of permits; collects samples of milk and cream for bacteriological and chemical analysis; tests milk for proper pasteurization, and for sediment and mastitis, makes cream and butterfat tests. Requires completion of a college course with basic courses in agriculture or dairy management.</p>				
<p>AGRICULTURAL EXTENSION AGENT - Beginning level work in a variety of agricultural extension activities. Plans advisory and leader groups and club projects; aids in training leaders, and assists in supervision of summer camp projects. Requires college graduation with a major in agriculture.</p>				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate	
<p>GAME WARDEN - Enforces game, inland fish and boat laws, and promotes fish and wild life conservation; patrols assigned area to detect violations; meets with various organizations and discusses game, fish and boat laws and other topics in fish and wild-life conservation. Requires high school and one year of experience.</p>				
<p>FORESTER - Entry level in forestry work. Selects trees for cutting and measures sound, marketable volume of selected trees; supervises re-forestation crew; inspects cutting operations for compliance with law and collects evidence in cases of violation; prepares routine news articles and speaks before small public groups. College degree required.</p>				
<p>CHIEF RANGER-STATE PARK - Supervises building and grounds maintenance and housekeeping services in a recreational park; supervises collection and disposal of garbage, cleaning and disinfecting rest rooms, cleaning cabins and making beds; patrols park area to prevent fires and vandalism and to enforce regulations; inventories cabin equipment; directs park visitors. Requires high school and one year experience in building or grounds maintenance.</p>				
<p>STATE PARK SUPERINTENDENT - Rents housekeeping cabins and camping sites to the public; collects cabin and trailer-camp rent, parking fees and electric light bills; schedules use of recreation facilities; operates concession selling food and drink and rents boats and bathhouse facilities; plans, directs and participates in off-season maintenance activities. Requires high school and five years of construction and maintenance work, including at least one year of supervisory experience.</p>				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
FISH BIOLOGIST - Analyzes fish scale samples, surveys pond sites, makes chemical analyses of water samples, performs autopsies on fish and performs other research activities for purposes of improving game or commercial fishing. College degree required.				
RECREATION SUPERVISOR - Plans and organizes recreational and athletic programs; prepares schedules of activities; selects and directs plays, pageants, and other similar activities. College degree in physical education, recreation or related field required.				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour week		month	Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
EMPLOYMENT COUNSELOR - Counsels persons seeking employment through the facilities of a public employment office. Supervises administration of tests to determine applicants' need for counseling; provides counseling service for all applicants including aged, handicapped and others with special problems; maintains files of job and training information, test materials and counseling aids. Requires master's degree in counseling or bachelor's degree and one year of counseling experience.					
MANPOWER RESEARCH CHIEF - Plans and directs studies of labor market and related economic factors. Plans and directs research programs; directs formulae, procedures and methods; interprets results of statistical studies; predicts employment and unemployment potentials; supervises publication of newsletters, bulletins, economic indicators and other analyses. Requires college degree in statistics, economics or related field and five years of experience in statistical and economic analysis.					
ASSISTANT INDUSTRIAL DEVELOPMENT ECONOMIST - Assists Economist in research projects by securing and analyzing statistical data; corresponds with community planners and industrial development representatives concerning evaluating and analyzing data. Makes comparative studies and analyses of labor supply age groups and population growth; analyzes needs of industries relocating into state. Degree in economics and one year of research experience required.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour week month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
<p>INDUSTRIAL DEVELOPMENT ECONOMIST - Reviews a variety of publications and reports pertinent to economic conditions in the state; performs basic research to verify collected data; analyzes data and prepares statistical, interpretive and promotional reports on such matters as labor resources, per capita income and state and local expenditures and revenues; writes articles and addresses small groups on various phases of the state's economy. Requires master's degree in economics and four years' experience in economic research.</p>				
<p>AIR POLLUTION CONTROL SPECIALIST - Makes field investigations, chemical biological and engineering analyses of waste disposal facilities affecting air pollution; establishes air sampling stations and obtains air quality and source emission samples; compiles data for maintenance of current air pollution control records; confers with local and industry officials on air pollution control programs. College degree in engineering or biological sciences and one year of experience which relates to air pollution control.</p>				



KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
HOSPITAL ATTENDANT - Performs routine patient-care duties; prepares rooms for patients; transports patients; collects specimens; bathes patients and shaves areas in preparation for operations; takes patients' temperatures; prepares patients for meals and assists in feeding patients; maintains simple records.					
LICENSED PRACTICAL NURSE - Provides practical nursing care consisting primarily of personal comfort activities; administers prescribed medication and treatment; cleans rooms and service areas, takes and charts temperatures, pulse, blood pressure and respiration. Completion of approved practical nurse course and registration required.					
REGISTERED NURSE - Provides professional nursing care in the treatment of patients in a hospital or other institution; observes and charts vital signs; administers medication and treatment; observes and reports symptoms; administers pre- and post-operative care, transports patients to operating or treatment rooms, and observes patients for possible unfavorable symptoms; supervises performance of personal comfort activities. Completion of an approved school of nursing and eligibility for registration required.					
INSTITUTIONAL PHYSICIAN - Professional medical work in general care of patients in an institution. Makes examinations; diagnoses conditions and prescribes treatment; determines need for X-Ray or clinical laboratory tests and interprets results; provides emergency treatment in cases of serious injury or illness; gives immunizations and vaccinations; writes case histories; makes ward rounds and checks reports, charts, and general patient care. Requires graduation from an accredited school of medicine and completion of a one-year internship.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Normal Maximum Rate	
<p>PSYCHIATRIC RESIDENT - Performs general medical services to psychiatric patients as a participant in an approved psychiatric residency. Graduation from recognized medical school supplemented by one year rotating internship and license to practice medicine required.</p>				
<p>PSYCHIATRIC STAFF PHYSICIAN - Provides psychiatric and general medical services to patients in a mental hospital. Performs mental and physical examinations; makes ward rounds; administers electro-shock and insulin shock therapy; performs minor surgical procedures; participates in staff conferences and recommends classification and assignment of patients' changes in therapy and transfer, furlough or release of patients. Two years of psychiatric experience following internship required.</p>				
<p>OCCUPATIONAL THERAPIST - Reviews extent of patient's disability and determines suitable activity assignments; observes patients' reaction and progress and adjusts goals; supervises student trainees. Graduation from an accredited school of occupational therapy required.</p>				
<p>INSTITUTIONAL PHYSICAL THERAPIST - Administers professional physical therapy treatments, using heat, light, massage or mechanical devices to clinic or bed patients in an institution. Graduation from an approved school of and license to practice physical therapy required.</p>				
<p>FIELD PHYSICAL THERAPIST - Administers physiotherapy treatments to patients in homes and instructs patients' families in approved practices and techniques of physical therapy. Graduation from an approved school of, and license to practice physical therapy required.</p>				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates Minimum	er hour. week month		Hours per Week
			Normal Hiring Rate	Normal Maximum Rate	
LABORATORY TECHNICIAN - Performs technical laboratory work in carrying out a variety of routine standardized bacteriological, biochemical serological, chemical and related tests and examinations. Requires high school graduation and completion of a standard laboratory technician course.					
X-RAY TECHNICIAN - Instructs and prepares patients for X-Ray exposures; positions patients and takes X-Ray photographs; makes proper adjustment of controls to secure desired picture; prepares developing and fixing solutions, and develops pictures for review by physician. Requires high school and completion of an approved X-Ray technician's training course.					
HOSPITAL DIETITIAN - Beginning level professional work requiring application of principles and scientific knowledge of foods and nutrition in a large hospital or other institution. Formulates special diets; supervises employees in preparation of diets; compiles food budget, plans menus and prices special diets for determination of needed monetary grants for food; trains dietetic interns. Requires college graduation with major in foods and nutrition and completion of approved dietetic internship.					
PSYCHOLOGIST - Performs professional work in clinical psychology. Interviews and administers various psychological tests; interprets results and writes reports of examinations. Requires master's degree in psychology.					
DENTIST - Provides simple dental care; makes oral examinations, prepares charts; extracts teeth; prepares and fills cavities; administers oral prophylactics; and takes X-Rays. Degree in dentistry required.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour		week	month	Hours
		Minimum	Normal Hiring Rate	Maximum Rate	Normal	per Week
VETERINARIAN - Specialized enforcement work in maintenance of standards and regulations governing control of diseases in livestock and poultry. Inspects livestock; supervises inspection of meat processing plants; investigates outbreaks of diseases; conducts anti-mortem and post-mortem examinations and various diagnostic tests. Graduation from school of veterinary medicine and some experience required.						
HOSPITAL BUSINESS MANAGER - Assists in the direction and coordination of major management functions of a large hospital; develops, installs and maintains service standards and controls; maintains financial and budgetary controls; plans and directs the hospital personnel program; analyzes requests for additional services, space, funds, personnel, or equipment, and takes appropriate action within limits of delegated authority. Requires college graduation and two years of supervisory management experience in institutional management.						

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour		week	month	Hours per Week
		Minimum	Normal Hiring Rate	Normal	Maximum Rate	
STATE POLICE TROOPER - Performs routine patrol tasks enforcing motor vehicle laws and criminal laws; investigates crime and accidents; watches for stolen cars; assists local enforcement agencies in quelling disorders; directs traffic; supervises operation of authorized motor vehicle inspection stations. Requires high school and experience requiring public contact and operation of motor vehicle.						
STATE POLICE SERGEANT - Supervises a group of troopers. Arranges work schedules; patrols area to inspect troopers' performance; supervises highway road checks and weighing details; serves as desk sergeant; directs troopers in handling special events. Requires high school and two years of experience as a trooper.						
POLICE DISPATCHER - Operates radio station, receiving and transmitting messages by radio, telephone and teletype. Receives complaints and initiates necessary police action; directs private ambulances and wreckers to accident scenes; maintains daily radio log and files of messages. Requires high school graduation.						
DRIVER'S LICENSE EXAMINER - Issues applications for driver's license and checks for correct completion; conducts written and vision tests; conducts driving tests to determine ability to conduct vehicle under actual road conditions; issues temporary driving permits; examines applicants' vehicles for obvious defects. Requires high school and two years of experience involving contact with the public.						

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	

RODMAN - Clears brush, drives stakes, measures distances; assists in selecting angle, securing distance along center line and to object; identifies object and relays data to recorder; checks level and cross-section notes. Requires completion of high school.

SURVEY PARTY CHIEF - Supervises field party of engineering aides; studies maps and terrain; determines angle traverses; makes reconnaissances; supervises keeping of notes on topography; conducts location surveys; supervises the staking of lines and elevations for grades, bridges and drainage structures, maps overhead and underground utility lines; stakes out location of buildings, roads and utility lines; instructs survey personnel in all phases of field party work. Requires high school and six years' experience in survey or drafting work.

DRAFTSMAN - Makes preliminary drafts and final revisions containing a variety of features; computes to scale and makes detailed drawings of electrical systems, sewer lines and pumping stations; checks field notes; checks survey course and survey party notes; projects proposed road alignment on contour maps; plots base lines for landscape projects; drafts a variety of charts, diagrams and graphs. High school and some experience in a specialized drafting field required

ARCHITECT - Beginning level professional assignment. Visits location studies site and develops tentative sketches and layout charts; writes specifications; checks final building plans and checks against specifications. Requires college graduation with major studies in architecture or architectural engineering.

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month			hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
<p>CIVIL ENGINEER - Entry level professional engineering work. Under supervision prepares detailed engineering plans for highways, bridges and water facilities; prepares plans for part of a major project or all of a lesser project; may supervise draftsmen or engineering aides. Requires college graduation with major studies in engineering.</p>					
<p>ELECTRICAL ENGINEER - Entry level professional position reviews plans and specifications for electrical installations and recommends approval; prepares preliminary layouts and diagrams; estimates project costs; supervises draftsmen; writes specification. College degree in electrical engineering or equivalent electrical engineering experience.</p>					
<p>MECHANICAL ENGINEER - Entry level professional engineering work. Checks manufacturers' and contractors' shop drawings for compliance with specifications; prepares specifications for purchase of mechanical equipment. Calculates loads and sketches layouts for mechanical systems; makes field trips to collect data and to inspect progress of contractor's work. Requires college graduation with major studies in engineering.</p>					
<p>ASSISTANT HIGHWAY ENGINEER - Supervises highway construction and maintenance activities in a geographical area. Instructs and supervises inspectors and other personnel concerning construction methods and material suitability; recommends locations for road surveys; interviews applicants for highway construction work permits; investigates proposed improvements to grade and alignment of primary and secondary routes; assists in field appraisals of proposed construction. Civil Engineering degree and five years' experience in highway construction.</p>					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, wee., month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
HIGHWAY CONSTRUCTION INSPECTOR - Inspects an assigned phase of construction work to ensure compliance with plans; checks line, grade and dimensions; checks method of construction; keeps records of materials received; performs routine physical tests and analyses on sample construction materials. Requires high school and three years' construction experience.					
HIGHWAY CONSTRUCTION ENGINEER - Supervises inspection activities on a group of complex highway construction projects. Determines inspectional needs and assigns construction inspectors; interprets contract requirements to subordinates and contractors; reviews contract estimates and materials use records; inspects work in progress; supervises training of inspectors. Degree in Civil Engineering and four years' experience in highway construction required.					
GEOLOGIST - Conducts basic field investigations checking for traces of mineral deposits and fuel resources; collects, examines and identifies samples of ores and deposits; makes laboratory examinations of specimens; prepares maps showing location and character of various deposits and formations. Requires college graduation with major studies in geology.					
STATISTICIAN - Collects, compiles and tabulates statistical data; prepares graphs and charts; computes various statistical measures; analyzes and interprets statistical data. College graduation with specialization in statistics or mathematics or equivalent experience required.					



KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
HOUSEKEEPER - Routine housekeeping activities in maintaining the cleanliness of an assigned area. Supervises a crew of janitors and maids engaged in wall-cleaning, woodwork washing, window-washing and similar activities; assigns special cleaning tasks and performs or demonstrates performance of more difficult tasks; trains new employees in proper care and use of cleaning equipment and supplies. Requires three years of experience in janitorial work.					
FOOD SERVICE WORKER - Prepares sandwiches, beverages and salads; serves food on food-serving lines; assists cook or baker in food preparation; operates dishwashing equipment, may assist in collection of cash payments.					
COOK - Does bulk cooking in a large kitchen. Cooks vegetables, breakfasts, short orders, meat, poultry, and fish; prepares, bakes, broils or fries meat, poultry and seafood; prepares roasts; boils, steams, and fries vegetables; cooks biscuits, cornbread and puddings; cleans equipment, cooking utensils, and working areas.					
LAUNDRY WORKER - Washes clothes in commercial-type washer; loads extractor with wet wash; operates steam or electrically heated tumblers to dry and fluff damp wash; feeds pieces into ironer; folds and stacks laundry according to identification mark.					
GROUNDSMAN - Supervises a small crew of unskilled laborers performing general grounds maintenance tasks. Cultivates and cares for ground area including plants which require special attention; drives, operates and performs minor maintenance on lawn <u>mowers</u> , trucks and other equipment.					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour week month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
BUILDINGS AND GROUNDS SUPERINTENDENT Supervises a large number of skilled, semi-skilled and skilled employees in the maintenance of buildings and grounds. Reads blueprints and specifications for maintenance and minor construction jobs; estimates material and labor needs; assigns work to tradesmen; inspects build- ings and grounds to determine re- pairs and maintenance needed; super- vises upkeep and cleaning of build- ings and grounds.					

KIND OF WORK  
(POSITION CLASSIFICATION)

No. Employees in Class	Rates per hour, week, month		Hours per Week
	Minimum	Normal Hiring Rate	

LABORER - Performs a variety of manual laboring tasks not requiring special skills; loads and unloads trucks; carries construction materials; cuts shrubbery and trims plants; digs ditches; places and covers pipe in ditches; carries various building trades tools and materials and hands to tradesmen as requested; assists tradesmen in various simple tasks involved in the building trades.

EQUIPMENT OPERATOR - Operates and maintains light duty equipment used in highway construction and maintenance work. Operates air compressor mowers, light trucks, asphalt kettles, distributors and similar equipment used in mowing, patching, rolling, and fence and pipe installation, and similar activities; may operate graders in rough grading work not requiring high degree of precision; makes minor adjustments and repairs to equipment.

CONSTRUCTION EQUIPMENT OPERATOR - Operates and maintains heavy duty highway equipment in the construction and maintenance of highways. Uses heavy duty equipment such as heavy graders required in fine grading or critical sloping, power shovels, cranes and other equipment used in highway construction and preventive and corrective maintenance; makes minor adjustments and repairs to equipment; when not operating equipment may supervise group of laborers. Two years of experience in operating highway equipment required.

STATIONARY FIREMAN - Performs a variety of skilled and semi-skilled tasks in the operating and maintenance of steam boilers. Observes gauges and meters in order to report or correct malfunction; fires boilers; shakes down and removes ashes; cleans and lubricates water pumps, turbines, motors, and other equipment.

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
<p>CONSTRUCTION FOREMAN - Supervises a large crew of equipment operators and laborers engaged in road construction and maintenance. Supervises patching and repairing road surfaces, cleaning and reshaping ditches, blading and patching shoulders, moving earth, removing snow and ice, maintaining and repairing bridges and similar activities; assigns tasks and inspects work in progress; maintains work and time records. Requires high school and three years' construction experience.</p>					
<p>MAINTENANCE CARPENTER - Journeyman work in carpentry. Repairs and replaces doors, wall sidings, window frames and sashes; repairs and replaces studs, joints, and corner posts; installs bracing to support worn or damaged members; reconstructs, alters or repairs furniture; constructs new furniture; replaces veneers.</p>					
<p>MAINTENANCE AIR CONDITIONING AND REFRIGERATION MECHANIC - Journeyman level work in installing, maintaining and repairing air conditioning and refrigerating units. Adjusts and sets electronic controls; makes periodic inspection of equipment; services equipment; analyzes faults and makes repairs; installs air conditioning and refrigeration equipment.</p>					
<p>MAINTENANCE ELECTRICIAN - Journeyman level electrical work. Installs conduits to correct outlets, panels and boxes; installs, connects and tests equipment; tests circuits for continuity and proper connections; locates and diagnoses trouble sources and makes necessary repairs; maintains and repairs electric motors; winds and rewinds armatures; installs and maintains a wide variety of electrical equipment.</p>					

KIND OF WORK  (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month			Hours per Week
		Minimum	Normal		
			Hiring Rate	Maximum Rate	
<p>LINEMAN - Journeyman level lineman work. Erects power line poles, attaches cross arms and other equipment; pulls and attaches wire; installs transformers and voltage regulators; searches for breaks and repairs faults.</p> <p>MAINTENANCE PLUMBER - Journeyman level plumbing work in the alteration and maintenance of plumbing and heating systems. Locates and marks spots for openings in walls, ceilings and floors; installs, alters and replaces plumbing systems involving cutting, bending, threading, reaming, calking, soldering and similar operations; repairs clogged sewers, basins, sinks and water coolers; installs, alters and replaces valves, faucets, traps, sinks, sewer pipes and bathroom, kitchen or toilet fittings.</p> <p>RADIO MECHANIC - Skilled work in installing two-way radio units in automotive equipment; installs mobile radio units; makes antenna, power, and speaker cable connections; installs condensers and suppressors in ignition systems; designs and constructs special mountings and accessories.</p> <p>MAINTENANCE PAINTER - Journeyman level work in painting. Applies paint with brush or spray gun to interior and exterior surfaces; sets up ladders or scaffolding; removes oil paint and prepares surface for painting; spray-paints passenger vehicles and other automotive equipment; mixes paints by hand following specifications; paints road, building and traffic signs.</p> <p>LINOTYPE OPERATOR - Operates keyboard of a linotype machine; selects style and size of type face and sets and adjusts machine; reads copy and reproduces copy; inks type and pull proofs; corrects typographical errors; changes magazines and cleans, oils and adjusts machine.</p>					

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour, week, month		Hours per Week
		Minimum	Normal Hiring Rate Maximum Rate	
PRESSMAN - Operates automatic and hand-fed cylinder and platen printing presses. Prepares forms, plates or engravings; sets rollers and adjusts feeder; adjusts ink fountains; clean and inks rollers; adjusts various parts of press machinery; cuts and trims stock; operates folding machine.				
MAINTENANCE SHEET METAL WORKER - Journeyman level sheet metal work. Cuts sheet metal to specified size and shape and fabricates specified articles; forms seams and edges with power and hand tools; assembles sheet metal parts into units and installs completed units.				
PRISON SHOE INDUSTRY FOREMAN- Provides technical supervision and instruction to inmates. Instructs inmates in the operation of glove and shoe manufacturing equipment; instructs in minor repair and adjustment of such equipment; demonstrates most effective utilization of tools and equipment; maintains records of quantity and quality of production.				
PRISON METAL SHOP FOREMAN - Supervises inmate labor in assembling and finishing metal furniture. Trains and supervises inmates in assembling metal beds and office furniture; trains and supervises inmates in sanding, cleaning, spray-painting and finish baking; trains and supervises inmates in painting metal furniture and metal highway and street signs.				
PRISON TAG SHOP FOREMAN - Supervises inmate labor in the production of metal vehicle license plates. Assists in training and supervising inmates in the operation of punch and forming presses; supervises inmates in cleaning, painting, and packaging and storing license plates; assists with the mixing of paints and pastes; supervises inmates in the care and maintenance of machinery and equipment.				

KIND OF WORK (POSITION CLASSIFICATION)	No. Employees in Class	Rates per hour week month			Hours per Week
		Minimum	Normal Hiring Rate	Normal Maximum Rate	
PRISON TAG SHOP SUPERVISOR - Plans, coordinates and supervises the manufacture of metal vehicle license plates. Trains and supervises inmates in the operation of punch and forming presses; schedules work of the department; tests paints and requisitions paints and other supplies.					

COMMONWEALTH OF VIRGINIA  
 DEPARTMENT OF PERSONNEL  
 Richmond, Virginia

Code No.

BENEFIT STUDY

BENEFIT	OFFICE, PROFESSIONAL AND TECHNICAL (NORMALLY SALARIED)	LABOR AND TRADES (NORMALLY HOURLY)
1. Vacation Practices		
A. Do you provide paid vacation?	___ Yes ___ No	___ Yes ___ No
B. Paid vacation provided in normal work weeks annually:	Weeks After Years	Weeks After Years
	Weeks After ___ Years	___ Weeks After Years
	Weeks After ___ Years	Weeks After Years
2. Overtime Practices		
A. Method of Payment for overtime worked (Place "X" after applicable provisions only)		
Straight time OFF .....	___	___
Time and a Half OFF .....	___	___
Straight Time PAY .....	___	___
Time and a Half PAY .....	___	___
Double Time PAY (For Regular overtime, not Holiday or Sunday)	___	___
B. After how many hours is overtime paid?	___ Hour Day ___ Hour Week	___ Hour Day ___ Hour Week
3. Holidays		
A. Total Number of Paid Holidays per year:	___	___
4. Clothing Allowance for	*	
A. Method of Payment		
B. Cost per man per week		
C. Number of Clothing Changes per week		
D. Total Number and Type Employees Receiving this Benefit?		
* Identify: e.g., DPW, Animal Control, other		



BENEFIT STUDY

BENEFIT	OFFICE, PROFESSIONAL AND TECHNICAL (Normally Salaried)	LABOR AND TRADES (Normally Hourly)
5. Sick Leave		
A. Do you pay for absence due to illness or injury not job connected?	____ Yes ____ No	____ Yes ____ No
B. Do you have a formal sick leave plan?	Yes No	Yes No
C. If you have a formal plan but <u>Not An Accrual Plan</u> , how many normal working days with pay do you allow?	____ Days After ____ Years	____ Days After ____ Years
	____ Days After ____ Years	____ Days After ____ Years
	____ Days After ____ Years	____ Days After ____ Years
D. If you have a formal plan which allows sick leave to accumulate from year to year, please enter the number of work days credit granted annually.	____	____
What is the maximum accrual?	____	____
E. Do you pay for the first day of sick leave?	Yes No	Yes No
F. Do you have a sickness and accident insurance plan in lieu of paid sick leave?	Yes ____ No	Yes No
6. Group Life, Medical and Hospitalization Insurance		
A. Is Group Insurance Available?	Yes ____ No	____ Yes ____ No
Life .....	Yes ____ No	____ Yes ____ No
Medical .....	Yes ____ No	____ Yes ____ No
Hospitalization .....	Yes ____ No	____ Yes ____ No

BENEFIT STUDY

BENEFIT	OFFICE, PROFESSIONAL AND TECHNICAL (Normally Salaried)	LABOR AND TRADES (Normally Hourly)
If YES, what percentage of the cost do you pay as the employer?		
Life .....	%	%
Medical (For Employee) .....	%	%
Medical (For Employee's Family ...	%	%
Hospitalization (For Employee) ...	%	%
Hospitalization (For Employee's Family) .....	%	%
B. What is the approximate employer contribution per employee for the above insurance?		
	\$ _____ Per Month or _____ ¢ Per Hour	\$ _____ Per Month or _____ ¢ Per Hour
7. What is the approximate total cost as a percentage of gross wages or salaries (excluding overtime) of your current benefit package?		
	%	%
8. Retirement System		
A. Do you have a retirement system?	Yes      No	Yes      No
B. If you have a retirement system, please indicate if it is	<input type="checkbox"/> Contributory <input type="checkbox"/> Non-Contributory	<input type="checkbox"/> Contributory <input type="checkbox"/> Non-Contributory
C. If you have a contributory system, please indicate the percentage of employee contribution	%	%

We would appreciate your sending us, or making available to the EMSI representative, a copy of any collective bargaining agreements currently in effect for employees covered in this wage and benefit study.

THANK YOU VERY MUCH FOR YOUR COOPERATION.



