

DIVISION OF PERSONNEL
REPORT ON SALARY SURVEY — DECEMBER, 1974

REPORTED TO
THE GOVERNOR
AND
GENERAL ASSEMBLY OF VIRGINIA



SENATE DOCUMENT NO. 27

COMMONWEALTH OF VIRGINIA
Department of Purchases and Supply
Richmond
1975

COMMONWEALTH OF VIRGINIA

DIVISION OF PERSONNEL

REPORT ON SALARY SURVEY - DECEMBER, 1974

Senate Joint Resolution No. 13 of the 1974 General Assembly of Virginia states in part: "That it is the policy of the Commonwealth that its employees be compensated at a rate comparable to the rate of compensation for employees in the private sector of the Commonwealth in similar occupations. . ." The Resolution calls for the Director of Personnel to conduct an annual compensation review, and to report the results to the Governor and the General Assembly. The results of the 1974 review are attached.

SCOPE OF THE SURVEY

Surveys were conducted of current salary ranges paid to selected classes of positions by ten private business firms in the Richmond area. Similar surveys were conducted of six Richmond area hospitals, eleven hospitals in Virginia outside the Richmond area, and ten major teaching hospitals in the Southeastern United States. Current salary data was also extracted from the September, 1974 Community Salary Survey conducted by the Federal Reserve Bank of Richmond; from the compensation plans of eleven units of local government in Virginia; from the August, 1974 survey by the U. S. Civil Service Commission of salaries paid to employees of the State Governments of North Carolina, South Carolina, Georgia, Alabama and Florida; from the American Management Association survey of hiring rates paid to 1974 college graduates by 374 national business firms; and from the College Placement Council survey of beginning job offers to graduates of 158 U. S. colleges and universities. Because the data from the last two sources is of a nationwide rather than a local or regional nature; it is not included in the general data summaries and is presented separately in Attachment II.

Data was also gathered in the survey from Northern Virginia localities and compared with Commonwealth differential salaries presently approved for use in Northern Virginia. The data supports a similar treatment of salary range adjustments in Northern Virginia as will be recommended for the State as a whole, with the exception of clerical classes. Because of a four-step differential now approved for the State's clerical positions in Northern Virginia, an additional increase of only one step is sufficient to achieve competitive parity in this area.

Those enclosures to this report which are marked "Attachment" contain major summaries of data or discussions of items requiring special treatment. Those marked "Exhibit" provide detailed listings and summaries of the salary data gathered from the various survey participants. Participating firms are not identified by name in the data presentations because of assurances made to them that the confidentiality of the data provided would be protected.

DIFFERENCES OF LESS THAN ONE STEP (4.8%)

In summary of the data presented in Attachment I, the information shows that in seven of the twelve major categories of positions surveyed in November, there was a plus or minus percentage difference of less than one salary step (i.e., less than 4.8%) between the minimum of the salary ranges of the parties surveyed and the minimum of the Commonwealth's range for the same types of positions. (Please refer to TOTALS column of Attachment I.) At the maximum of the salary ranges, six of the categories showed a plus or minus difference of less than one step. The Commonwealth's ranges are behind the competition in the majority of these less-than-one-step categories.

DIFFERENCES OF MORE THAN ONE STEP (4.8%)

Referring again to the TOTALS column of Attachment I, in those five of the twelve major categories of positions in which there was a difference of more than one salary step at the minimum rate between the parties surveyed and the Commonwealth's current ranges, not one of the differences was a plus difference. The State of Virginia's entrance rates are behind those of competitors in these five categories by percentages ranging from 5.4% for non-professional food service workers to 12.9% for the trades category. The Commonwealth is ahead in only one of the six categories in which the salary range maximums differ by more than one step. That category is State Police Trooper, and the favorable position of the Commonwealth's maximum for that class is explained by the action taken pursuant to Legislative concern in 1973 which extended the range for that class to nine salary steps rather than the six to eight steps typical of other State classes. For the remaining five categories in which the State of Virginia's maximum differs more than 4.8% from those surveyed, the differences range from a minus 8.1% for equipment operation classes to a minus 20% for custodial (i.e., janitorial) classes.

ANALYSIS

If the provisions of Senate Joint Resolution No. 13 are to be met, certain observations are in order. First, the General Assembly in its 1974 Session provided funds sufficient to support a general increase of one salary step (4.8%) for all State employees at the beginning of Fiscal Year 1976. Second, it is known that most of the employers surveyed will have increased their ranges on or before that date by varying amounts, generally from five to ten percent. Third, economic forecasters continue to call for increases in the levels of wages paid to workers. The nationally recognized firm of Chase Econometrics Associates of New York City projects a national increase during Calendar Year 1975 of nine to ten percent in the average wage rate of workers in the private sector. Fourth, although the data gathered does not support a recommendation for increases at this time for Corrections Officer classes, this

group is singled out for special treatment on the basis of previous action taken by the General Assembly for local law enforcement classes. Please refer to Attachment III for a discussion of this item. Fifth, there appears to be no sound basis for recommending a change in the current practice of not making salary range adjustments of percentages less than 4.8 (one salary step) in those cases where survey data supports adjustments. Sixth, the Director of Personnel is aware of the current fiscal difficulties of the Commonwealth, and of the limitations faced by the 1975 Session of the General Assembly to deal with matters which involve substantial additional outlays of State funds.

CONCLUSIONS

To carry out the policy stated in Senate Joint Resolution No. 13, changes would be required in the Commonwealth's present compensation plan. A literal reading of the resolution, based on the survey results, would indicate these immediate actions: no increase at this time for the categories of Computer Services, Engineering, Professional Health, Non-Professional Health and Enforcement; a one-step increase now for Accounting and Auditing and for Equipment Operation classes; two steps for Clerical and Food Service classes; and three steps for Trades and Custodial classes. A more practical approach, which takes into consideration both the projected wage increases of competitors within the next several months and the present fiscal limitations of the Commonwealth, suggests the following options:

Alternative No. 1

	Cost to General Fund	
	FY 74-75	FY 75-76
- One-step (4.8%) increase on January 1, 1975 for the following categories:		
Clerical	\$1,087,486	\$ 2,174,973
Accounting-Auditing	121,552	243,104
Trades	250,379	500,758
Equipment Operation	613,301	1,226,602
Custodial	201,639	403,279
Food Service	136,994	273,988
One-step (4.8%) increase on February 1, 1975 for the following category:		
Corrections Officers	237,870	570,984
- One-step (4.8%) increase on July 1, 1975 for all categories	-0-	<u>14,400,000</u>
Totals	\$2,649,221	\$19,793,688
Total Cost For 74-76 Biennium (General Fund)		\$22,442,909
Previously Appropriated		<u>14,400,000</u>
Additional Appropriation Required		\$ 8,042,909

Alternative No. 2

	Cost to General Fund	
	<u>FY 74-75</u>	<u>FY 75-76</u>
- One-step (4.8%) increase on July 1, 1975 for all categories	-0-	\$14,400,000
- Additional one-step (4.8%) increase on July 1, 1975 for the following categories:		
Clerical	-0-	2,174,973
Accounting-Auditing	-0-	243,104
Trades	-0-	500,758
Equipment Operation	-0-	1,226,602
Custodial	-0-	403,279
Food Service	-0-	273,988
- Additional one-step (4.8%) increase on February 1, 1975 for the following category:		
Corrections Officers	<u>\$237,870</u>	<u>570,984</u>
Totals	\$237,870	\$19,793,688
Total Cost for 74-76 Biennium (General Fund)		\$20,031,558
Previously Appropriated		<u>14,400,000</u>
Additional Appropriations Required		\$ 5,631,558

Alternative No. 3

If fiscal constraints prevent the selection of Alternatives No. 1 or No. 2, the following actions could be considered. This course, however, will not provide sufficient increases to satisfy a policy of maintaining rates of compensation comparable to the private sector.

	Cost to General Fund	
	FY 74-75	FY 75-76
- One-Step (4.8%) increase on February 1, 1975 for Corrections Officers	\$237,870	\$ 570,984
- One-step (4.8%) increase on July 1, 1975 for all categories	-0-	14,400,000
Totals	\$237,870	\$14,970,984
Total Cost For 74-76 Biennium (General Fund)		\$15,208,854
Previously Appropriated		\$14,400,000
Additional Appropriation Required		\$ 808,854

The foregoing alternatives take into consideration the fact that the General Assembly will meet again in regular session in January, 1976, by which time the results of decisions made here can be considered in terms of additional actions which may be necessary to maintain the competitive position of the Commonwealth's compensation plan.

John W. Garber
Director of Personnel

ATTACHMENT

COMMONWEALTH OF VIRGINIA

SUMMARY OF SALARY SURVEY RESULTS - DECEMBER, 1974

PERCENTAGE COMPARISON OF CURRENT STATE RANGES WITH SURVEY PARTICIPANTS

	Richmond Area Business Firms		Hospitals in Richmond, other Virginia Cities and Southeastern United States		Local Governments in Virginia		Data from 1974 Federal Reserve Bank Survey of Richmond Area Employers		Data from U. S. Civil Service Commission Survey of State Governments		PLUS OR MINUS COMPARISON OF COMMONWEALTH'S RANGES WITH SURVEY PARTICIPANTS	
	Salary Min.	Range Max.	Salary Min.	Range Max.	Salary Min.	Range Max.	Salary Min.	Range Max.	Salary Min.	Range Max.	Salary Min.	Range Max.
CLERICAL	- 8.1%	-11.2%			- 5.4%	- 8.3%	-10.9%	- 7.7%			- 8.1%	- 9.1%
GENERAL ADMINISTRATION												
-Accounting and Auditing	- 7.7%	- 3.3%			-10%	- 8%			-3%	+1%	- 6.8%	- 3.2%
-Computer Services	- 2.6%	- 9.1%			+ 5.3%	- 1.3%	- 2%	+ 2.3%	+ 1.8%	- 2.2%	+ .6%	- 2.7%
ENGINEERING					+ 3.7%	+ 2.9%			- .8%	- 5%	+ 1.4%	1.3%
PROFESSIONAL HEALTH			- 4.1%	+ 1%					- 2%	- 3.1%	- 2.9%	1.2%
NON-PROFESSIONAL HEALTH			+ 1.8%	+ .9%							+ 1.8%	+ .9%
ENFORCEMENT												
-Police					+ 2.1%	+ 6.6%					+ 2.1%	+ 6.6%
-Corrections									- 1.5%	- .7%	- 1.5%	- .7%
TRADES			- .1%	- 5.8%	- 8.6%	-20.7%	-25%	-20%			-12.9%	-16.2%
EQUIPMENT OPERATION	+ 1.3%	- 5.2%			- 4.2%	-10.8%					1.5%	- 8.1%
CUSTODIAL	- 8.3%	-15.2%	+ 1.7%	- 3.9%	- 5%	-13.8%	-16%	-38.3%			- 7.4%	-20%
FOOD SERVICE	-10.6%	-16.5%	- .2%	- 4.6%							- 5.4%	-10.6%

ATTACHMENT II

SUMMARY COMPARISON OF COMMONWEALTH'S HIRING RATE IN
 SELECTED CLASSES OF POSITIONS WITH HIRING RATES
 PAID TO 1974 COLLEGE GRADUATES BY EMPLOYERS NATIONWIDE

	AMERICAN MANAGEMENT ASSOCIATION SURVEY OF HIRING RATES PAID TO COLLEGE GRADUATES BY 374 PRIVATE BUSINESSES	COLLEGE PLACEMENT COUNCIL SURVEY OF BEGINNING JOB OFFERS TO GRADUATES OF 158 COLLEGES AND UNIVERSITIES	OFFERS FROM ALL SOURCES	OFFERS FROM STATE AND LOCAL GOVERNMENTS	PERCENTAGE COMPARISON TOTALS
Accounting	-9.2		-17.4	-7	-11.4
Computer Services	-4.5		-8.6	+10.1	-1.3
Civil Engineering	-5.2		-5.3	+2.5	-2.8
Chemical Engineering	-4.4		-8.3	-2.5	-5.1
Chemistry	-.8		-.9	+4.5	+ .9
Biology	+3.1				+3.1

American Management Association

Comparison of Commonwealth's Hiring Rates With
Average Hiring Rates Paid to College Graduates by 373
U.S. Companies

Accounting - -9.2
(Compared with Accountant B - 1 step below entrance)

Mathematics - -4.5
(Computer Programmer A)

Civil Engineering - -5.2
(Highway Engineer Trainee)

Chemical Engineering - -4.4
(Pollution Control Engineer A - 1 below)

Chemistry - -.8
(Analytical Chemist A)

Biology - +3.1
(Pollution Control Specialist - 1 below)

College Placement Council

Comparison of Commonwealth's Hiring Rates
 With Averages of Beginning Job Offers For Graduates
 of 158 Colleges and Universities Nationwide

<u>Accounting - All Employers -</u>	-17.4
<u>Accounting - State and Local Government -</u> (Compared to Accountant B - 1 step below minimum)	-7
<u>Computer Science - All Employers -</u>	-8.6
<u>Computer Science - State and Local Government -</u> (Computer Programmer A)	+10.1
<u>Engineering - Civil - All Employers -</u>	-5.3
<u>Engineering - Civil - State and Local Government -</u> (Highway Engineer Trainee)	+2.5
<u>Engineering - Chemical - All Employers -</u>	-8.3
<u>Engineering - Chemical - State and Local Government</u> (Pollution Control Engineer A - 1 below)	-2.5
<u>Chemistry - All Employers -</u>	-9
<u>Chemistry - State and Local Government -</u> (Analytical Chemist A)	+4.5

ATTACHMENT III

CORRECTIONS OFFICER

By action of the 1974 Session of the General Assembly, a minimum annual salary rate of \$8040 will become effective on February 1, 1975 for local jailers and deputy sheriffs. In consideration of that increase, and because of other urgent competitive factors, salary ranges for Corrections Officer classes were given a special one-step increase on July 1, 1974. This increase was in addition to the one step granted on that date to all State employees. That action set the current entrance rate for the Corrections Officer class at \$7344, two steps below the programmed February, 1975 minimum rate for local law enforcement officers.

Because of the continuing urgent need to employ and retain competent individuals in the Corrections Officer positions, it is strongly recommended that a special one-step increase again be approved, to be effective February 1, 1975, for those classes in the Corrections Officer series that were given the additional step in July, 1974. This recommended increase, plus the planned July 1, 1975 increase of one step for all State employees, will bring the entrance rate for the Corrections Officer class to \$8040 on July 1, 1975.

The cost of the additional step in February, 1975 will be approximately \$800,000 for the remainder of the Biennium.

EXHIBIT A

COMPARISON OF COMMONWEALTH'S RANGES
WITH
RICHMOND AREA BUSINESS FIRMS

	Percentage Difference Min./Max.
<u>Clerical</u>	
-Clerk-Typist B (1 step below)	-9.6/-9.3
-Clerk-Stenographer B (1 below)	-10.6/-16.6
-Clerk-Stenographer C	-8.1/-11.9
-Clerk B (1 below)	-9.3/12.6
-Clerk C	-.9/-3.4
-Clerk-Typist C	-7.1/-11
-Accountant A	-7.5/-9.8
TOTAL	- -8.1/-11.2
<u>Accounting and Auditing</u>	
-Accountant B (1 step below)	-11.5/4.4
-Internal Auditor	-4.4/-2.4
TOTAL	-7.7/-3.3
<u>Computer Services</u>	
-Data Entry Operator A	-3.5/-4.2
-Computer Operator A	-1.6/-5
-Computer Programmer A	-3.4/-14.8
-Computer Systems Analyst A	-2.1/-8.7
TOTAL	- -2.6/-9.1
<u>Custodial Worker</u>	-8.3/-15.2
<u>Motor Vehicle Operator A</u>	+1.3/-5.2

SALARY SURVEY OF RICHMOND AREA BUSINESS FIRMS - NOVEMBER, 1974

SALARY A-K

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	H	J	K	AVERAGE OF A - K	VIRGINIA Range	PERCENTAGE DIFFERENCE	
													Min.	Max.
Clerk-Typist B (one step below)	5972- 8853	4920- 6240	4836- 6812	5460- 7272	4800- 6660	6060- 8220	5832- 7560	4602- 6214	4468- 5617	5100- 7476	5205-7092	4704-6432	-9.6	-9.3
Clerk-Steno B (one below)	6013- 9083	5400- 7260	5328- 7488	-	5100- 7200	6660- 9240	6768- 8712	5174- 6981	-	5748- 8484	5774-8056	5160-6720	-10.6	-16.6
Clerk-Steno C	6013- 9083	6300- 7620	7152- 9132	6600- 8760	6000- 8700	-	7956- 10248	5720- 7722	5429- 6765	-10404	6396-8715	5880-7680	-8.1	-11.9
Clerk-Steno D	9050- 11325	6720- 9420	7884- 10092	7512- 9936	6600- 9840	-	9540- 12276	6227- 8723	7000- 10000	-11148	7567-10307	6720-8784	-11.2	-14.8
Clerk B (one below)	5972- 8853	4680- 5580	4368- 6188	5124- 6816	4500- 6240	-	5832- 7560	5174- 6981	4176- 6264	4920- 7944	4972-6936	4512-6144	-9.3	-12.6
Clerk C	6013- 9083	4920- 6540	5904- 7488	-	5460- 7860	-	6768- 8712	5720- 7722	5053- 5805	-	5691-7601	5640-7344	-.9	-3.4
Clerk-Typist C	-	5880- 8040	-	6600- 8760	-	6660- 9240	6768- 8712	5720- 7722	4802- 7016	-	6072-8248	5640-7344	-7.1	-11
Accountant A	-	6120- 8460	6816- 8712	7512- 9936	-	8220- 11340	7956- 10248	6955- 9737	-	-	7263-9739	6720-8784	-7.5	-9.8
Accountant B (one below)	-	9000- 13980	10584- 13464	10200- 13920	10500- 11300	12180- 16260	10236-	-	-	9780- 13450	10354-13729	9168-13128	-11.5	-4.4
Internal Auditor	-	9480- 14700	12840- 16380	-	-	12180- 16260	-	11583- 17368	14000- 15000	11900- 16700	11997-16058	11472-15675	-4.4	-2.4
Data Entry Operator A	5972- 8853	4680- 6240	5902- 7488	6204- 8232	-	-	6768- 8712	5720- 7722	5846- 6995	5640- 7056	5842-7662	5640-7344	-3.5	-4.2
Computer Oper- tor A	-	6420- 8940	8292- 10584	8016- 10584	-	-	7956- 10248	6955- 9737	7500- 9500	7140- 11148	7468-10106	7344-9600	-1.6	-5
Computer Program- mer A	-	8580- 13320	10584- 13464	11220- 15600	-	12180- 16260	12120- 16800	9685- 13559	9700- 13900	9000-	10384-14700	10032-12528	-3.4	-14.8

SALARY SURVEY OF RICHMOND AREA BUSINESS FIRMS - NOVEMBER, 1974

EXHIBIT A-1

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	H	J	K	AVERAGE OF A - K	VIRGINIA Range	PERCENTAGE DIFFERENCE	
													Min.	Max.
Computer Systems Analyst A	-	10440- 16200	12844- 16380	12180- 17280	-	13140- 17700	13620-	11583- 17368	12600- 18100	11600-	12251-17171	12000-15675	-2.1	-8.7
Custodial Worker	-	4698- 5304	4836- 6192	-	4260- 4800	5400- 7320	-	4797- 6474	4176- 5429	4800- 7056	4710-6082	4320-5160	-8.3	-15.2
Motor Vehicle Operator A	-	5160- 6900	5590- 7150	-	-	5400- 7320	-	5174- 6981	-	-	5331-7088	5400-6720	+1.3	-5.2

COMPARISON OF COMMONWEALTH'S RANGES
WITH
HOSPITALS IN RICHMOND,
OTHER VIRGINIA CITIES AND
SOUTHEASTERN UNITED STATES

<u>Non-professional Health</u>	Total	Percentage Difference	
		<u>Min.</u>	<u>Max.</u>
		<u>+1.8</u>	<u>+ .9</u>
-Hospital Attendant A		(+6.4/-4.1)	(+5.5/+4)
		Local	Va. Hospitals
-Licensed Practical Nurse A		(-2.9/-3.4)	(- .3/+6.7)
<u>Professional Health</u>	Total	<u>Min.</u>	<u>Max.</u>
		<u>-4.1</u>	<u>+1</u>
-Registered General Duty Nurse	(-1/-4.3)	(+2.8/+7.2)	(-3.8/ -5)
	Local	Va.	S.E. United States
-Physical Therapist (Institution)	(+4.6/-3.8)	(-5.5/+1.9)	(-7/-4)
-Pharmacist	(-1.3/-4.5)	(-3.4/- .5)	(+6/+4.2)
-Radiology Technician A	(+ .5/- .5)	(+6.1/+10.8)	(-1.2/+2)
-Laboratory Specialist A	(+12 /+8.5)	(- .4/+2.6)	(-1.2/+1.8)
-Hospital Dietitian A	(-8.1/-5.9)	(-6.2/-3.7)	(-8.6/-8.5)
-Anesthetist	(-24)	(+ .6/+11.6)	(-11.1/-3.2)
-Respiratory Therapist A	(-7 /-11.1)	(-14/-10)	(-10/-12.9)
<u>Custodial Worker</u>	(+4.1/-5.6)	(-.6/-2.2)	
	Total	<u>Min.</u>	<u>Max.</u>
		<u>+1.7</u>	<u>-3.9</u>
<u>Trades</u>	Total	<u>Min.</u>	<u>Max.</u>
		<u>.1</u>	<u>-5.8</u>
-Carpenter		(-1/-9.1)	(+1.4/-3.3)
		Local	Va.
-Electrician		(+.5/-5.5)	(-1.3/ -5)
Food Service Aide A	Total	<u>Min.</u>	<u>Max.</u>
		<u>-.2</u>	<u>-4.6</u>
	(+2.2/-5.7)	(-1.7/3.4)	
	Local	Va.	

SALARY SURVEY OF RICHMOND AREA HOSPITALS - NOVEMBER, 1974

STATE OF VA. CLASS TITLE	A (368 Beds)	B (500)	C (350)	D (204)	E (68)	F (153)	AVERAGE OF A - F	VIRGINIA RANGE	PERCENTAGE MINIMUM	DIFFERENCE MAXIMUM
Licensed Practical Nurse A	6368- 8561	6012- 7680	5909- 7559	5951- 7600	6264- 9396	5046- 6890	6058- 7948	5880-7680	-2.9	-3.4
Registered General Duty Nurse (Diploma)	8749-11171	8400-10716	8456-10983	8456-10774	8352-11484	8436-10753	8475-10980	8400-10512	-1	-4.3
Physical Therapist (Institution)	9187-12298	8400-10716	8456-10774	8561-10962	7308-10440	-	8382-11038	8784-11472	+4.6	+3.8
Pharmacist	13614-18270	13644-17400	13050-16704	12528-16015	-	13697-17477	13306-17173	13128-16400	-1.3	-4.5
Radiology Technician A	7120- 9563	7092- 9072	6849- 8770	6477- 8394	7308-10440	7120-9104	6994- 9224	7032- 9168	+ .5	- .5
Laboratory Specialist A	7621-10189	7212- 9192	7559-11818	7412- 9500	7308-10440	7245- 9229	7393-10061	8400-10992	+12	+8.5
Hospital Dietitian A	-	8088-10296	9229-11818	8456-10774	-	9208-11755	8745-11161	8040-10512	-8.1	-5.9
Anesthetist	-	16932-21636	15514-	-	15000-	-	15815-	12000-16400	-24	
Respiratory Therapist A	7559-10127	8964-11460	-	-	-	-	8262-10794	7680- 9600	- 7	-11.1
Hospital Attendant A	4719- 6306	5676- 7260	4385- 5617	4489- 5721	3967- 6264	4385- 5617	4604- 6131	4920- 5880	+ 6.4	- 4.1
Food Service Aide A	4385- 5888	4476- 5700	4176- 5345	4176- 5345	3967- 5220	4176- 5345	4226- 5474	4320- 5160	+ 2.2	- 5.7
Custodial Worker	-	4260- 5424	4176- 5346	-	3967- 5742	4176- 5345	4145- 5464	4320- 5160	+ 4.1	- 5.6
Carpenter	7997-10691	6552- 8364	-	6786- 8665	-	-	7112- 9240	7032- 8400	- 1	- 9.1
Electrician	-	6552- 8364	-	8039-10231	-	-	7296- 9298	7344- 8784	+ .5	- 5.5

SALARY SURVEY OF VIRGINIA HOSPITALS OUTSIDE RICHMOND AREA - NOVEMBER, 1974

STATE OF VA. CLASS TITLE	A	B	C	D	E	F	G	H	J	AVERAGE	VIRGINIA	PERCENTAGE DIFFERENCE	
	(733 Beds)	(400)	(650)	(417)	(351)	(725)	(378)	(191)	(400)	A - J	RANGE	Min.	Max.
Licensed Practical Nurse A	6151- 7765	6240- 8220	6765- 8456	5844- 6564	5429- 6890	5544- 6144	5826- 7371	5832- 6684	5491- 6348	5902- 7160	5880- 7680	- .3	+6.7
Registered General Duty Nurse (Diploma)	8498- 10728	8424- 11028	8811- 11066	7800- 8760	8039- 10127	7872- 8472	8081- 9793	8160- 8748	7830- 9062	8168- 9754	8400- 10512	+2.8	+7.2
Physical Therapist (Institution)	9114- 11505	8940- 11580	8811- 11066	9000- 11544	9900- 12480	8184- 9084	9312- 11317	11400-	9000- 11500	9296- 11260	8784- 11472	-5.5	+1.9
Pharmacist	14500-	14760- 16260	10315- 12946	14520- 18492	12000- 15600	14160-	15660- 19001	14400-	12000- 16640	13591- 16490	13128- 16400	-3.4	- .5
Radiology Technician A	7014- 8853	6960- 9228	6995- 8874	6120- 6840	6682- 8352	5796- 6996	6640- 8081	6612-	-	6602- 8175	7032- 9168	+6.1	+10.8
Laboratory Specialist A	9114- 11505	9288- 11928	8561- 11066	7500- 9420	8561- 10962	8424- 9024	8081- 9793	8304-	8400- 12000	8437- 10712	8400- 10992	- .4	+2.6
Hospital Dietitian A	-	-	8580-	-	8532- 10920	8880-	-	8304-	-	8574- 10920	8040- 10512	-6.2	-3.7
Anesthetist	12818- 16180	11304- 14604	10315- 12946	10800- 13800	14160-	12600-	-	11400-	12000- 15000	11925- 14506	12000- 16400	+ .6	+11.6
Respiratory Therapist A	8498- 10728	8424- 11028	-	-	-	10500-	8081- 9793	8160-	9918- 11087	8930- 10659	7680- 9600	-14	-10
Hospital Attendant A	5395- 6809	4992- 5976	4844- 6160	4489- 5116	4489- 5638	4224- 4584	4427- 5387	4380-	4594- 5471	4648- 5643	4920- 5880	+5.5	+4
Food Service Aide A	4594- 5771	4584- 5568	4385- 5638	-	4280- 5283	4224- 4584	4427- 5387	4380-	4280- 5157	4394- 5341	4320- 5160	-1.7	-3.4
Custodial Worker	4594- 5771	4584- 5568	4385- 5638	3967- 4802	4280- 5283	4224- 4584	4427- 5387	4380	4280- 5157	4347- 5274	4320- 5160	- .6	-2.2
Carpenter	7014- 8853	7632- 10272	7517- 9386	6264- 7517	6682- 8352	6300- 7200	7329- 8895	7200	6494- 8978	6937- 8683	7032- 8400	+1.4	-1.3
Electrician	7454- 9409	7968- 10608	9312- 11902	6264- 7517	7308- 9083	6300- 7200	-	8400-	6494- 8978	7438- 9242	7344- 8784	-1.3	-5

SALARY SURVEY OF TEACHING HOSPITALS IN S.E. UNITED STATES - NOVEMBER, 1974

VIRGINIA CLASS TITLE	A (488 Beds)	B (750)	C (382)	D (500)	E (-)	F (491)	G (800)	K (-)	AVERAGE A - G,K	VIRGINIA RANGE	PERCENTAGE DIFFERENCE	
											Min.	Max.
Registered General Duty Nurse (Diploma)	8477- 11192	9000- 11600	9732- 11148	8143- 9292	7862- 9870	9276 11676	8999- 12131	8341 11505	8729- 11052	8400- 10512	-3.8	-5
Physical Therapist (Institution)	9333- 12632	9000- 10950	9792- 11148	--	8528- 11848	10644- 13416	9300- 12085	9439- 11505	9434- 11941	8784- 11472	-7	-4
Pharmacist	12402- 15890	12000- 14600	12024- 15144	13572	--	14052- 17868	12645 17700	10920- 15189	12341- 15709	13128- 16400	+6	+4.2
Radiology Technician A	7308- 9709	7200- 8760	7296- 9552	7141- 8268	7010-	7080- 8868	7204- 9375	6723- 8377	7120- 8997	7032- 9168	-1.2	+2
Laboratory Specialist A	8498- 11400	9000- 10950	--	8394- 9521	7717- 10725	8484- 10644	8644- 10210	8798- 12148	8505- 10800	8400- 10992	-1.2	+1.8
Hospital Dietitian A	8498- 11400	8400- 10220	--	--	8528-	9708- 12240	9300- 12085	8341- 11505	8796- 11490	8040- 10512	-8.6	-8.5
Anesthetist	13614- 17978	14500 17640	12600- 14100	16200	--	14052- 17868	14000- 17700	12251- 17161	13503- 16950	12000- 16400	-11.1	-3.2
Respiratory Therapist A	8895- 12027	9020- 10983	--	7934- 9062	8964- 12467	8868- 11148	8561- 11129	7509- 10369	8536- 11026	7680- 9600	-10	-12.1

EXHIBIT C

COMPARISON OF COMMONWEALTH'S RANGES
WITH CROSS SECTION* OF MUNICIPAL
GOVERNMENTS IN VIRGINIA

	Percentage Difference	
	Minimum	Maximum
<u>Clerical</u>		
-Clerk-Typist B (1 step below)	-1.6	-1.5
-Clerk-Stenographer C	-6.3	-10.4
-Clerk-Stenographer D	-5.2	-9.3
-Clerk C	<u>-7.5</u>	<u>-10.5</u>
Total	-5.4	-8.3
Accountant B	-10	-8
<u>Computer</u>		
-Data Entry Operator A	+3.2	-1.1
-Computer Programmer A	+6.4	-1.4
Custodial Worker	-5	-13.8
Motor Vehicle Operator A	-4.2	-10.8
<u>Trades</u>		
-Carpenter	-6.6	-18.8
-Electrician	<u>-10.5</u>	<u>-22.5</u>
Total	-8.6	-20.7
**State Police Trooper	+2	+7
Highway Engineer ("B" level)	+3.7	+2.9

*Cities of Richmond, Norfolk, Virginia Beach, Roanoke, Lynchburg, Wytheville and County of Smyth.

**Comparison with Cities of Richmond, Norfolk, Virginia Beach and Roanoke

SALARY SURVEY OF LOCAL GOVERNMENTS-- NOVEMBER, 1974

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	AVERAGE A-G	VIRGINIA RANGE	PERCENTAGE DIFFERENCE	
										MINIMUM	MAXIMUM
Clerk-Typist B-1	4896- 6744	4762- 7008	5292- 6792	4836- 6821	4576- 6396	-	4320- 5400	4780- 6527	4704- 6432	-1.6	-1.5
Clerk- Stenographer C	6432- 9696	6360- 9384	6792- 8712	7152- 9132	6396- 8996	5400- 7032	5400- 7032	6276- 8569	5880- 7680	-6.3	-10.4
Clerk- Stenographer D	8088-11040	7368-10872	7512- 9600	7884-10992	7020- 9932	5880- 7680	5880- 7680	7090- 9685	6720- 8784	-5.2	-9.3
Clerk C (Bookkeeper)	6144- 8472	6048- 8952	7152- 9144	5904- 7488	6396- 8996	5400- 7032	5640- 7344	6098- 8204	5640- 7344	-7.5	-10.5
Accountant B	11040-15120	9864-14400	11100-14172	10582-13468	-	-	-	10647-14290	9600-13128	-10	-8
Data Entry Operator A	5364- 7368	5496- 8112	5556- 7152	5902- 7488	4992- 7020	-	-	5462- 7428	5640- 7344	+3.2	-1.1
Computer Programmer A	9696-13200	8520-12576	9144-11664	10582-13468	8996-12636	-	-	9388-12709	10032-12528	+6.4	-1.4
Custodial Worker	4860- 6420	4536- 6672	5028- 6456	4836- 6188	4316- 6084	4320- 5160	4128- 4920	4549- 5986	4320- 5160	-5	-13.0
Motor Vehicle Operator A	5616- 7704	5760- 8520	6456- 8292	5590- 7150	4992- 7020	5400- 6720	5640- 7344	5636- 7536	5400- 6720	-4.2	-10.8
Carpenter	7704-10560	7368-10872	7512- 9600	-	-	-	-	7528-10344	7032- 8400	-6.6	-10.8
Electrician	-	8520-12576	7896-10080	-	-	-	-	8208-11328	7344- 8784	-10.5	-22.5
State Police Trooper	8880-12000	8112-11976	8292-10584	9126-12246	-	-	-	8603-11702	8784-12528	+2.1	+6.6
Highway Journeyman Engineer	-	-	13476-17232	12844-16380	13234-18642	10992-14328	-	12637-16646	13128-17150	+3.7	+2.9

EXHIBIT D

COMPARISON OF COMMONWEALTH'S RANGES
 WITH
 DATA FROM 1974 FEDERAL RESERVE BANK SURVEY
 OF RICHMOND AREA EMPLOYEES

	PERCENTAGE DIFFERENCE	
	Minimum	Maximum
<u>Clerical</u>		
Clerk-Typist B	-7.8	+6
Clerk-Stenographer B	-12.6	-8.7
Clerk-Stenographer C	-15.2	-7.4
Clerk-Stenographer D	-13.2	-10.6
Clerk B	-14.6	-12.6
Clerk C	-13.1	-4.9
Clerk-Typist C (Payroll Clerk)	+3.2	-8.7
TOTAL	-10.9	-7.7
<u>Computer</u>		
Data Entry Operator A	+4	+2.2
Computer Operator A	+6.1	+7
Computer Programmer A	+9.1	+9
Computer Systems Analyst A	-14.9	-5.6
TOTAL	-2	+2.3
<u>Custodial Worker</u>	-16	-38.3
<u>Trades</u>		
Painter Lead Man	-25	-20

EXHIBIT D-1

DATA FROM 1974 FEDERAL RESERVE BANK SALARY SURVEY
OF RICHMOND AREA

VIRGINIA CLASS TITLE	FEDERAL RESERVE Min. - Max.	VIRGINIA RANGE Min. - Max.	PERCENTAGE DIFFERENCE	
			Min.	Max.
Clerk-Typist B (1 step below)	5100 - 6394	4704 - 6432	-7.8	+6
Clerk-Stenographer B (1 step below)	5902 - 7356	5160 - 6720	-12.6	-8.7
Clerk-Stenographer C	6936 - 8294	5880 - 7680	-15.2	-7.4
Clerk-Stenographer D	7740 - 9828	6720 - 8784	-13.2	-10.6
Clerk B (1 step below)	5283 - 7032	4512 - 6144	-14.6	-12.6
Clerk C	6492 - 7722	5640 - 7344	-13.1	-4.9
Clerk-Typist C Payroll Clerk	5460 - 8040	5640 - 7344	+3.2	-8.7
Data Entry Operator A	5616 - 7184	5640 - 7344	+4	+2.2
Computer Operator A	6900 - 8931	7344 - 9600	+6.1	+7
Computer Programmer A	9120 - 11400	10032 - 12528	+9.1	+9
Computer Systems Analyst A	14100 - 16600	12000 - 15675	-14.9	-5.6
Custodial Worker Cleaner	5075 - 8757	4320 - 5160	-14.8	-41.1
Porter	5220 - 7987	4320 - 5160	-17.2	-35.4
Painter Lead Man	10254 - 12002	7680 - 9600	-25	-20

EXHIBIT E

COMPARISON OF COMMONWEALTH'S RANGES
WITH
DATA FROM U. S. CIVIL SERVICE COMMISSION SURVEY
OF STATE GOVERNMENTS

		Minimum	/	Maximum
<u>Accounting and Auditing</u>				
Accountant B		+6	/	+8
Public Accounts Auditor B		+7	/	+13
Accountant C		-3.1	/	+3
Public Accounts Auditor Supervisor		+6	/	+4.7
Accountant D		-7.4	/	-5.3
Public Accounts Audits Director		-9.1	/	-6.1
	TOTAL	-3	/	+1
<u>Computer Services</u>				
Computer Programmer A		+10	/	+6
Computer Systems Analyst A		+6	/	-3
Computer Programmer Supervisor		-4.4	/	-9.2
Computer Systems Development Manager A		+2.7	/	+1.1
ADP Manager B		+2.1	/	-5.2
	TOTAL	+1.8	/	-2.2
<u>Engineering</u>				
Highway Engineer Trainee		+5	/	-5
Highway Resident Engineer A		-5.2	/	-7.4
State Highway Right of Way Engineer		-9	/	-3.3
<u>Professional Health</u>				
Laboratory Specialist A		+1	/	+1.2
Registered General Duty Nurse		+4	/	-1.2
Public Health Nurse A		-6	/	-6
Physical Therapist (Institutional)		-1	/	-1.8
<u>Corrections</u>				
Corrections Officer		-5	/	-5
Corrections Sergeant		+1.7	/	+2.1
Correctional Institution Superintendent B		-1.6	/	-2
	TOTAL	-1.5	/	-.7

DATA FROM 1974 U. S. CIVIL SERVICE COMMISSION SALARY SURVEY

I - LOWER LEVEL PROFESSIONAL CLASSES

Comparisons with other States in Southeastern U. S.

VIRGINIA CLASS TITLE	FLORIDA	N. CAROLINA	GEORGIA	S. CAROLINA	ALABAMA	AVERAGE RANGE OF FIVE STATES	VIRGINIA RANGE	PERCENTAGE DIFFERENCE	
								Min.	Max.
Accountant B	8895-12027	N.C.C.	9780-12816	8798-12148	8957-11128	9107.50-12029.75	9168-13128	+6	+8
Public Accounts Auditor A	N.C.C.	9708-12240	8196-10692	8341-11505	9321-11492	8891.50-11482.25	9600-13128	+7	+13
Computer Programmer A	8498-11400	9708-12240	8952-12180	8341-11505	9672-11586	9034.20-11782.20	10032-12528	+10	+6
Computer Systems Analyst A	10899-14971	14736-18780	11700-15408	11565-16090	10751-13312	11930.20-15712.20	12000-15675	+6	-3
Corrections Officer	7726-10273	7752-9708	6876-8952	6739-9234	7878-10036	7394.20-9640.60	7032-9168	-5	-5
Highway Engineer Trainee	10315-14073	N.C.C.	10692-14052	10338-14376	10357-12766	10433.00-13816.75	10992-13128	+5	-5
Laboratory Specialist A	7308-9709	8484-10644	8196-10692	8798-12148	8957-11128	8348.00-10864.20	8400-10992	+1	+1.2
Registered General Duty Nurse	8101-10816	8484-10644	8196-10692	7509-10369	N.C.C.	8072.50-10630.25	8400-10512	+4	-1.2
Public Health Nurse A	8101-10816	9276-11676	8196-10692	8798-12148	8229-10387	8520.00-11143.80	8040-10512	-6	-6
Physical Therapist (Institutional)	8895-12027	N.C.C.	8952-11700	8341-11505	4321-11492	8877.25-11681.00	8784-11472	-1	-1.8

DATA FROM 1974 U. S. CIVIL SERVICE COMMISSION SALARY SURVEY

II - FIRST LINE SUPERVISORS

Comparisons with Other States in Southeastern U. S.

VIRGINIA CLASS TITLE	N. CAROLINA	S. CAROLINA	GEORGIA	ALABAMA	FLORIDA	AVERAGE RANGE OF FIVE STATES	VIRGINIA RANGE	PERCENTAGE DIFFERENCE	
								Min.	Max.
Accountant C	14736-18780	11565-16090	10692-14052	11256-15158	10315-14073	11833-15631	11472-15675	-3.1	+3
Public Accounts Auditor Supervisor	16236-20664	11565-16090	9780-12816	12246-15894	---	12457-16351	12528-17150	+6	+4.7
Computer Programmer Supervisor	14052-17868	11565-16090	14052-18564	12766-16523	---	13109-17261	12528-15675	-4.4	-9.2
Computer Systems Development Manager A	17052-21672	12251-17161	14052-18564	11056-15158	11609-15973	13364-17706	13728-17900	+2.7	+1.1
Corrections Sergeant	8484-10644	7904-10905	8196-10692	8606-10751	8101-10816	8258-10762	8400-10992	+1.7	+2.1
Highway Resident Engineer A	14736-18780	13770-19581	16908-22392	12246-15834	11609-15973	13854-18512	13128-17150	-5.2	-7.4
Forester C	12816-16236	10338-14376	12816-16908	10751-13312	10899-14971	11524-15161	10992-15000	-4.6	-1.1
Laboratory Specialist B	10164-12816	9797-13626	9780-12816	11128-13923	8101-10816	9794-12799	9600-12528	-2	-2.1
Registered Head Nurse B	9276-11676	10920-15189	8952-11700	---	8498-11400	9412-12491	9600-11472	+2	-8.2
Physical Therapy Supervisor (Institutional)	---	9298-12833	9780-12816	11492-14534	9333-12632	9976-13204	10032-13128	+6	-6

DATA FROM 1974 U. S. CIVIL SERVICE COMMISSION SALARY SURVEY

III - MAJOR PROGRAM OR ACTIVITY SUPERVISORS

Comparisons with Other States In Southeastern U. S.

VIRGINIA CLASS TITLE	N. CAROLINA	S. CAROLINA	GEORGIA	ALABAMA	FLORIDA	AVERAGE RANGE OF FIVE STATES	VIRGINIA RANGE	PERCENTAGE DIFFERENCE	
								Min.	Max.
Accountant D	18780-23880	13000-18489	16908-22392	14534-18837	14115-19857	15467-20691	14328-19600	-7.4	-5.3
Public Accounts Audits Director	21672-27612	13000-18489	20376-27036	13923-18018	---	17243-22739	15675-21400	-9.1	-6.1
ADP Manager B	21672-27612	16869-23973	---	14534-18837	14115-19857	16798-22570	17150-21400	+2.1	-5.2
Correctional Institution Superintendent B	14052-17068	15704-22324	15408-20376	15158-19565	19356-26956	15936-21436	15675-21400	-1.6	-.2
State Highway Right of Way Engineer	19692-25068	15704-22324	22392-19724	17199-22568	19356-26956	18869-25328	18700-24500	-.9	-3.3
Mental Hospital Nursing Director B	12240-15468	11565-16090	14052-18564	---	13238-18458	12774-17145	13128-17900	+2.7	+4.2
Public Health Nurse Director	17052-21672	15704-22324	16908-22392	15158-19656	15201-21360	16005-21481	14328-19600	-10.5	-8.8
Physical Therapy Director	12816-16236	9797-13626	12816-16908	---	10315-14073	11436-15211	10992-14328	-3.9	-5.8

