

**DIVISION OF PERSONNEL  
REPORT ON SALARY SURVEY  
NOVEMBER 1975**

**TO  
THE GOVERNOR  
AND  
THE GENERAL ASSEMBLY OF VIRGINIA**

**Senate Document No. 17**

**COMMONWEALTH OF VIRGINIA  
Department of Purchases and Supply  
Richmond  
1976**

COMMONWEALTH OF VIRGINIA  
DIVISION OF PERSONNEL  
REPORT ON SALARY SURVEY: NOVEMBER, 1975

Senate Joint Resolution No. 13 provides 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. . . ." In accordance with this Resolution, the Division of Personnel has conducted its annual compensation review, the results of which are attached.

The survey consists of data collected from sixty-five participants representing private industry, hospitals, local governments in Virginia, and State governments in the Southeastern United States. The data is presented as percentage deviations from the minimum and maximum State salaries for comparable classes utilized by participants. For example, a figure of -4.6/-4.7 indicates that the State salary range should be increased 4.6% at the minimum and 4.7% at the maximum in order to be equal to the average salary paid by the participants for that particular occupational group.

A summary sheet [Attachment 1] indicates the overall percentage deviations between the major groups of participants and the Commonwealth. Additional attachments detail the classes surveyed and the reported salaries for each participant. Further, a separate sheet [Attachment 9] indicates the comparison of the Commonwealth's ranges with participants in the Northern Virginia area. Because the Commonwealth pays a salary differential in this area, it was felt to be appropriate to handle this data separately. Also, because the data from the College Placement Council and the American Management Association was nationwide in its scope and only focused on the hiring or minimum salary, it was not included in the total column of Attachment 1. A complete list of survey participants is included in Attachment 10.

The survey was expanded this year to include private business firm data from the Tidewater, Roanoke and Charlottesville regions in addition to Richmond. Because of this, an attempt was made to display the percentage deviations by four regions in Virginia. This is shown as Attachment 8. Important to remember, however, is that approximately 30% of the State work force is located in the Richmond area. One fact that clearly becomes evident from this data is that the regional differences are not uniform. That is, one occupational group may be low in one area while another may be high in the same area indicating that local labor market conditions have a greater effect on wages than does cost of living. Further, while the deviations are large in some cases they are significantly less than those evidenced in the Northern Virginia region where we were not already paying a differential there. Thus, continued support of a differential only in the Northern Virginia area is evidenced.

In the fringe benefit area, the Commonwealth pays approximately 22.2% of the gross payroll to cover the cost of leave, insurance, retirement, etc. Recent figures indicate a nationwide industrial average of 26.3% for fringe benefits.

Several factors are important to consider in analyzing the survey data. First, each of the participant groups (Statewide business firms, CSC data, etc.) was given an equal weight in the computation of the total percentage deviation. This fact is relevant, for example, if one's view is that the

Commonwealth should be more competitive with other states. If this were true, then one would want to give more weight to the CSC data. Second, a review of the width of salary ranges indicates that the participants generally have ranges of greater width than those of the Commonwealth with the participants averaging 40-42% and the Commonwealth averaging 30-35%. Finally, a great many of the participants surveyed indicated they were studying and planning to make increases in their salaries over the next few months ranging from 5-12%. For example, the City of Richmond is planning a 5% increase January 1, 1976. Because their plans had not been finalized, we were forced to use the data currently in effect. This important factor should not be underemphasized when reviewing the total situation, particularly in light of the Federal Government's October 1st 5% increase.

#### Analysis

Based upon the overall totals, three of the ten major occupational groups show a deviation of greater than one salary step [4.8%] at the minimum and these same three show a similar and in most cases greater deviation at the maximum. These are the Clerical, Accounting, and Labor-Trades groups. The Accounting group [-5.4/-4.9] is further supported by the College Placement and AMA data on hiring rates which shows a -18.6% deviation at the minimum. All of the remaining seven occupational groups show deviations of less than one salary step at both the minimum and the maximum with some minor positive deviations.

The Northern Virginia Supplement totals show a somewhat different picture. Of the six major occupational groups only two show deviations significantly greater than one salary step at the minimum. These are the Law Enforcement and Labor-Trades groups. On the other hand, four of the six groups show deviations significantly greater than one step at the maximum. These are the two previously mentioned groups plus the Clerical and ADP groups. The greater deviations at the maximum can be accounted for primarily by the longer salary ranges evidenced in this area.

#### Conclusion

As indicated, many of the participants surveyed are planning salary increases which if implemented will place the Commonwealth in a worse competitive situation than is evidenced by this data. In particular, the impact of the Federal Government's recent raise has yet to be felt. Consequently, while all eleven of the occupational groups represented do not show deviations of sufficient proportion to support a one-step increase now, it seems reasonable to conclude that such will be the case by July 1, 1976, when any increase approved by the General Assembly would be expected to take effect. Further, the deviations of those classes for which more than a one-step increase is now evidenced, will be amplified unless remedial action is taken.

It is concluded that a one-step salary adjustment will be needed for all of the Commonwealth's classes, effective July 1, 1976. Further, it is

concluded that the specific classes represented by the Clerical and Accounting groups will need an additional one-step increase and that the Labor-Trades group will need an additional increase of one step at the minimum and two steps at the maximum to be competitive. In the Northern Virginia area, an additional two-step differential is needed at the minimum for the Law Enforcement group, and the ADP and Clerical groups should be elevated one step at the maximum over the Northern Virginia State range. These conclusions are summarized below.

EFFECTIVE JULY 1, 1976

All classes - one salary step increase

Clerical group )  
                  ) - one additional salary step increase  
Accounting group )

Labor-Trades group - one additional step at the minimum and two additional steps at the maximum

NORTHERN VIRGINIA ONLY

ADP group - one additional salary step at the maximum

Law Enforcement group - two additional salary steps at the minimum and one additional salary step at the maximum.

Clerical group - one additional salary step at the maximum.

COMMONWEALTH OF VIRGINIA  
 SUMMARY OF SALARY SURVEY RESULTS - NOVEMBER 1975

Attachment 1

Percentage Comparison of Current State Ranges with Survey Participants, min./max.

Commonwealth of Va. Occupational Group	Statewide Business Firms	Hospitals in Va. & Southeastern United States	Va. Local Governments	Civil Service Comm. Data from Southeastern State Governments	Data from V.E.C. Survey of Va. Manufacturers	Data from College Placement Council & A.M.A. on Hiring Rates	Total Percentage Deviation between State Ranges and Survey Participants
Clerical	-11.9/-17.4		-5.1/-6.6				-8.4/-11.9
Accounting & Auditing	-8.9/-12.9		-10.9/-9.8	+2./+3.3		-18.6	-5.4/-4.9
ADP	-.5/-11.4		+6.3/+1.4	+2.9/-1.8			+2.8/-3.9
Engineering			-3.9/-10.6	+6.9/+2.6		-11.4	+2.1/-3.2
Professional Health		-.8/-1.8		-.9/-1.5			-.8/-1.6
Non-Professional Health		-.1/+1.1					-.1/+1.1
Law Enforcement			+4.0/+8.9	-.1/-3.2			+1.7/+2.5
Corrections			-4.7/-19.6	+6.1/+7.4			+1.7/-3.6
Labor-Trades	-22.6/-29.8	-.1/-8.2	-9.8/-20.1		-14.5/-8.5		-12.2/-16.7
Social Services			+1.5/+1.9	-1.6/+4.8		-13.3	-.05/+3.6

## STATEWIDE BUSINESS FIRMS

STATE CLASS	A	B	C	D	E	F	G	H	I	J
Clerk-Typist B-1	5100- 7476	6422- 9568	4800- 6660	4368- 5595	5928- 8232	4940- 7020	6300- 8940	5100- 6660	5070- 6851	6480- 7560
Clerk- Stenographer B	5748- 7476	6474- 9854	5100- 7200		6264- 8712	5096- 7280	6900- 9900	5820- 7800	5694- 7683	7512- 8700
Clerk- Stenographer C	6744-10404		5460- 7860	5262- 6864	6600- 9192	6084- 8840	7680-10920	6060- 8220	6292- 8489	8736-10140
Clerk- Stenographer D	7140-10404	9925-12400	6000- 8700	7750-10000	7284-10068	6760- 9620	8460-12240	7260-10140	7657-10725	12480-14940
Clerk B	4920- 7056	6422- 9568	4500- 6660	4368- 7800	5928- 8237	4680- 6500	6900- 9900	4620- 6060	5694- 7683	6528- 7560
Clerk C	6348- 9708	6474- 9854	5100- 7860	4570- 5782	7284-10068	4940- 7020	7620-10920	5340- 7070	6292- 8489	8736-10140
Clerk-Typist C	5340- 7476					5096- 7280	6900- 9900	6360- 8640	6851- 9594	7512- 8700
Clerk D	7140-11148					5512- 8320	8460-12240	6660- 9120	7657-10725	
Accountant B	10200- --		10000-12800				12420-17400	9900-15360		12612-18300
Internal Auditor	11900-13450		12500-14400	14000-15000			13380-18900	10440-16140	12766-19149	
Data Entry Operator A	5640- 7476	6422- 9568		6032- 6968	6264- 8712	5096- 7020	6900- 9900	5820- 7800	6292- 8489	7512- 8700
Computer Operator A	7140-11148	6474- 9854		7500- 9500	7188- 9672		8460-12240	6660- 9120	6851- 9594	8736-10140
Computer Programmer A	10000-11200			9700-13900			12420-17400	9420-14640	10660-14924	
Computer Systems Analyst A	15000-17000			12600-18100			13380-18900	11460-17820	12766-19149	
Duplicating Machine Operator A	4920- 7056	6422- 9568	4800- 6660	5346- 6074		4860- 6500	6900- 9900	5580- 7380		7512- 8700
Custodial Worker	4800- 7056	7150- 8944		4368- 5408	6178- 9547		5640- 8040		5278- 7124	
Motor Vehicle Operator A	6989-8320			6032- 8424			6300- 8940	5580- 7380	5694- 7683	
Maintenance Carpenter				-- -11352			10200-14200			
Maintenance Electrician	8861-14869			8840-12480	10109-13374		10200-14700		9529-13338	12854-15246

## STATEWIDE BUSINESS FIRMS

Attachment 2  
(Continued)

STATE CLASS	K	L	M	N	O	P	Q	R	S	T
Clerk-Typist B-1	5880- 8580	5762- 7717	5782- 7238	5832- 7584	6048- 7488	4584- 6204	4888- 7176	6094- 8154	5772- 7436	4476- 6708
Clerk- Stenographer B	7020- 9720	6178- 8154	6448- 8216	6420- 8596	6732- 8340	4668- 6588	4888- 7176	6510- 8705	5772- 7436	5184- 7776
Clerk- Stenographer C	7440-10320	6968- 9464	6822- 8819	7092- 9627	7488- 9300	6432- 9168	5356- 7852	8445-11253	6916- 8112	5724- 8580
Clerk- Stenographer D	7970-11040	7405-10171	7758-10130	7968-10692	8340-10344	7428-10572	6500- 9516			6312- 9480
Clerk B	5580- 7560	5075- 6698		5832- 7584	5100- 6732	4668- 6588	4056- 5876	7602-10161	5304- 6240	4476- 6708
Clerk C		5762- 7717		6420- 8556	8340-10344	6120- 8712	4888- 7176	8445-11253		5184- 7776
Clerk-Typist C	7020- 9720	8531- 8882	7134- 9339			5424- 7656	5928- 8632	8445-11253	5772- 7436	4932- 7404
Clerk D	7920-11040				10344-12816	5712- 8136		9818-13104		7308-10956
Accountant B	10440-15660				11520-14256	11748-19260				
Internal Auditor					14256-17652	12240-20184				10620-15924
Data Entry Operator A	6600- 9120	5762- 7717	6448- 8216			5616- 7548		6812-13104		5184- 7776
Computer Operator A	8460-11820	9405-10171	7758-10130	7968-10692	9300-11520	7104-10128			7384- 8684	6312- 9480
Computer Programmer A	11520-17280					8280-13680			10972-13728	9864-14796
Computer Systems Analyst A	12600-18900					10164-16704		12516-18144		12084-18132
Duplicating Machine Operator A	7020- 9220	5762- 7717	7134- 7339	6420- 8556		4932- 7020	4888- 7176	6812-10161		
Custodial Worker		5262- 6490	5845-6843		7550- 9235	4392- 5076		7446- 8393	7176- 8164	4476- 6708
Motor Vehicle Operator A		5408- 9218						8122- 9849	7176- 9464	4932- 7404
Maintenance Carpenter	-- -14206	8590-10962			10546-12085		10046-10566			
Maintenance Electrician	-- -14206	8590-10962	8466-11190	7968-10692	10546-12085				10192-11960	

STATEWIDE BUSINESS FIRMS

STATE CLASS	U	State Salary	Total Average
Clerk-Typist B-1	8646-11669	4920- 6720	5632- 7644
Clerk- Stenographer B	8936-12302	5640- 7032	6168- 8379
Clerk- Stenographer C	9174-13517	6144- 8040	6836- 9347
Clerk- Stenographer D		7032- 9168	7800-10621
Clerk B	8646-12619	4920- 6432	5545- 7689
Clerk C	9174-13794	5880- 7680	6502- 9011
Clerk-Typist C	8936-12619	5880- 7680	6545- 8916
Clerk D	11048-15074	7032- 9168	7966-11153
Accountant B		10032-13728	11105-16148
Internal Auditor		12000-16400	12456-16755
Data Entry Operator A	8646-11669	5880- 7680	6315- 8736
Computer Operator A	9425-12619	7680-10032	7654-10383
Computer Programmer A		10512-13128	10315-14608
Computer Systems Analyst A	12434-26558	12528-16400	12500-18941
Duplicating Machine Operator A		5640- 7680	5942- 8102
Custodial Worker	8368-11048	4512- 5400	5995- 7720
Motor Vehicle Operator A		5640- 7032	6248- 8298
Maintenance Carpenter		7344- 8784	9846-12313
Maintenance Electrician	10903-14480	7680- 9168	9755-12999



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

<u>Non-Professional Health</u>	<u>Percentage Difference</u>
	<u>Min. / Max.</u>
- Licensed Practical Nurse A (Richmond)	-1.7/-1.7
(Other Va.)	-1.8/+6
(Other S.E. U.S.)	-3.4/-3
- Hospital Attendant A (Richmond)	+8.7/-3.7
(Other Va.)	+3/-8
NON-PROFESSIONAL HEALTH TOTAL	-.1/+1
<u>Professional Health</u>	
- Registered General Duty Nurse (Diploma) (Richmond)	-.7/-4.4
(Other Va.)	+1.3/+4.4
(Other S.E. U.S.)	-1/-5.8
- Physical Therapist (Institutional) (Richmond)	+2/+2
(Other Va.)	-5.8/+1.1
(Other S.E. U.S.)	-6.4/-6.4
- Pharmacist (Richmond)	-.8/-5.9
(Other Va.)	-8.1/-6
(Other S.E. U.S.)	+5.8/+1.4
- Radiology Technician A (Richmond)	+1/-3
(Other Va.)	+5.2/+9.1
(Other S.E. U.S.)	-5.1/-3.1
- Laboratory Specialist A (Richmond)	+10.8/+9.5
(Other Va.)	-1.5/+4.7
(Other S.E. U.S.)	-1.8/-4
- Hospital Dietitian A (Richmond)	-6.7/-4.1
(Other Va.)	-6.6/-3.1
(Other S.E. U.S.)	-13.6/-12.4
- Anesthetist (Richmond)	-15/-15.3
(Other Va.)	+9.2/+9.6
(Other S.E. U.S.)	+2.9/-2.1
- Respiratory Therapist A (Richmond)	+9.8/+6.9
(Other Va.)	+1.1/+1
(Other S.E. U.S.)	+5/-6
PROFESSIONAL HEALTH TOTAL	-.8/-1.8
<u>Labor - Trades</u>	
- Food Service Aide A (Richmond)	-1.5/-6.9
(Other Va.)	-5.5/-7.9
- Custodial Worker (Richmond)	-1.5/-7.4
(Other Va.)	-4.5/-6.7
- Carpenter (Richmond)	+.3/-7.7
(Other Va.)	-.9/-5.6
- Electrician (Richmond)	-.2/-16.3
(Other Va.)	+.3/-3
LABOR AND TRADES TOTAL	-1.3/-7.8

## SALARY SURVEY OF VIRGINIA HOSPITALS OUTSIDE RICHMOND AREA - SEPTEMBER, 1975

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	H	J	AVERAGE A-J	VIRGINIA RANGE
Hospital Attendant A	4698-5972	4949-5909	4827-5219	5917-7331	5157-6682	4698-5638	4865-6264	5552-6535	4380-	5005-6194	5160-6144
Licensed Practical Nurse A	6368-7600	6034-6974	6344-6998	6673-8287	6911-8874	6024-6744	5805-7412		5880-	6255-7556	6144-8040
Registered General Duty Nurse (Diploma)	8477-10106	8623-9960	8999-9653	9020-11250	8874-11505	8040-9240	8770-10858	8861-11465	8400-	8674-10505	8784-10992
Physical Therapist (Institutional)	9772-11651	9000-	9365-10346	9636-12027	9208-11839	9996-11544	9600-13700	9356-11995	11400-	9704-11872	9168-12000
Pharmacist	16433-19585		15805-	16564-17172		14280-18492	10200-14300	16236-16739	14400-	14845-17258	13728-17150
Radiology Technician A	6974-8310	6515-8039	6632-7940	7536-9375	7350-9542	6360-7800	7308-9187	7376-9645	6612-	6963-8730	7344-9600
Laboratory Specialist A	8477-10106	8728-	9287-10268	9636-12027		7872-9459	9292-11380	9703-12345	8304-	8912-10931	8784-11472
Hospital Dietitian A							9600-14400		8304-	8952-14400	8400-10992
Anesthetist			15142-	13340-16702		12000-15000	14500-18000	11721-15000	11400-	13017-16181	14328-17900
Respiratory Therapist A	8895-10607	9584-11108	9365-10673	9020-11250			9600-13700	8861-11465	8160-	9069-11467	9168-11472
Food Service Aide A	4698-5617	4614-5575	4630-5023	5116-6293	4823-6139		4594-5951	5208-6192	4380-	4758-5827	4512-5400
Custodial Worker	4698-5617	4614-5575	4827-5219	5116-6293	4823-6139	4176-5116	4594-5951	5208-6192	4380-	4715-5763	4512-5400
Carpenter	7705-9187	7222-9667	7207-8188	7536-9375	7893-10085	6577-7830	7308-9187	8048-10687	7200-	7411-9276	7344-8784
Electrician		7224-9667	7207-8188	7976-9931		6577-7830	7830-10022	8385-11024	8400-	7657-9444	7680-9168

## SALARY SURVEY OF TEACHING HOSPITALS IN SOUTHEASTERN UNITED STATES - SEPTEMBER, 1975

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	H	AVERAGE A-H	VIRGINIA RANGE
Licensed Practical Nurse A	6452-8498	6368-7997	6888-8136	5742-7746	6456-8112	6932-9020	5679-7705	6300-7296	6352-8064	6144-8040
Registered General Duty Nurse (Diploma)	8477-11192	9020-11630	9528-11376	7684-10753	9276-11676	9333-12737	8790-12131	8880-11554	8874-11631	8784-10992
Physical Therapist (Institutional)	9333-12632	9450-12520	11112-14100	8895-12444	10644-13416	9755-12690	9444-12131	9420-12246	9757-12772	9168-12000
Pharmacist	12716-16474	12600-16000	13020-16104		14052-17868	13250-18555	11461-15954	13416-17440	12931-16914	13728-17150
Radiology Technician A	7308-9709	7560-9190	8028-8856	7308-10231	7752-10644	8310-9874	7496-10356	7992-10390	7719-9901	7344-9600
Laboratory Specialist A	8498-11400	9450-11500	9900-12276	8060-11400	8484-10644	9041-10691	9235-12750	8844-11498	8939-11520	8784-11472
Hospital Dietitian A	8498-11400	9000-10940	11916-15036	8895-12444	9708-12240	9755-12690		9000-11700	9539-12350	8400-10992
Anesthetist	13614-17978	14500-17640	13620-16104	15556-21778	14052-17868	13250-18555	12854-18013		13921-18277	14328-17900
Respiratory Therapist A	8895-12027	9450-11500	8760-12276	8895-12444	8868-11148	8978-11672	7913-10941	7944-10328	8713-11542	9168-11472

## SALARY SURVEY OF RICHMOND AREA HOSPITALS - OCTOBER, 1975

VIRGINIA CLASS TITLE	A	B	C	D	E	F	AVERAGE OF A-F	VIRGINIA RANGE
Licensed Practical Nurse A	6344-8528	6136-7841	6177-7904	6032-7716	6760-9360	6032-7696	6032-7696	6144-8040
Hospital Attendant A	4700-6281	4804-6136	4825-6177	4784-6115	4576-6240	4576-7280	4711-6372	5160-6144
Registered General Duty Nurse (Diploma)	8840-11128	9089-11585	8964-11411	8944-11440	8840-12480	8403-10712	8847-11471	8784-10992
Physical Therapist (Institutional)	9152-12251	9089-11585	9193-11772	9152-11668	8320-12480		8981-11752	9168-12000
Pharmacist	13561-18200	14060-17950	13998-17929	14040-17908		13520-18844	13836-18167	13728-17150
Radiology Technician A	7092-9526	7467-9318	7529-9651	7280-9276	7800-10920	6448-9068	7270-9627	7344-9600
Laboratory Specialist A	7592-10150	8236-10504	8320-10670	8424-10732	7200-10920	7217-9339	7832-10386	8784-11472
Hospital Dietitian A		8652-11024	9193-11772	8840-11273		9172-11710	8965-11445	8400-10992
Anesthetist		17950-22900	14352-18387		-15000		16475-20644	14328-17900
Respiratory Therapist A	7529-10088	9089-11585	9193-11772	7280-9276			8273-10681	9168-11472
Food Service Aide A	4368-5865	4804-6136	4576-5886	4576-5844	4576-5200	4576-5699	4579-5772	4512-5400
Custodial Worker		4596-5844	4576-5886		4576-5720	4576-5699	4581-5798	4512-5400
Carpenter	7966-10649	7113-9089	7155-9193	7072-9048		7321-9339	7326-9464	7344-8784
Electrician	8403-11252	7113-9089	7155-9193	9256-11814		6552-11960	7696-10662	7680-9168

## VIRGINIA LOCAL GOVERNMENTS

<u>STATE CLASS</u>	A	B	C	D	E	F	G	STATE SALARY RANGE	PARTICIPANT AVERAGE
Clerk-Typist B-1	4836- 6188	4992- 6672	5564- 7152	4851- 6780	5112- 7056	5026- 6658	4320- 5400	5160- 6720	4957- 6558
Clerk- Stenographer C	7150- 9162	6672- 8952	7152- 9144	6780- 9536	6744- 9288	6658- 8821	5640- 7344	6144- 8040	6685- 8892
Clerk- Stenographer D	7878-10088	8112-10872	8294-10088	7441-10528	8472-11520	7313- 9689	5890- 7680	7032- 9168	7629-10066
Clerk C		6360- 8520	7512-10080	6780- 9536	6420- 8880	6062- 8032		5880- 7680	6627- 9010
Accountant B	10582-13468	10344-13800	11644-14892		11520-15840			10032-13728	11023-14500
Data Entry Operator A	5070- 6474	5760- 7728		5292- 7441	5616- 7704	5785- 7664		5880- 7680	5505- 7402
Computer Programmer A	10582-13468	9384-12576	9600-12240	9536-13394	10128-13800			10512-13128	9846-13096
Custodial Worker	4836- 6188	4752- 6360	5292- 6792	4575- 6449	4896- 6744	4562- 6062	4128- 4920	4512- 5400	4720- 6216
Motor Vehicle Operator A	5590- 7150	6048- 8112	6792- 8712	5292- 7441	5880- 8088	5785- 7664	5640- 7344	5640- 7032	5861- 7787
Carpenter	8710-11102	7728-10344	7896-10080	7441-10528	8088-11040	8418-11152		7344- 8784	8047-10708
Electrician	9594-12246	8952-11976	8292-10584			9245-12249		7680- 9168	9021-11764
State Police Trooper	9594-12844	8520-11400	8712-11100	8212-11548	9288-12600	9245-12249	8040-12000	9168-13128	8802-11963
Quality Control Reviewer	7488- 9594	8112-10872	7464- 9425	7114-10004	7880-11180	8822-11688	7435-10545	8784-12000	7759-10473
Rehabilitation Social Worker A	10088-12844	8952-11976	9312-11781	8654-12126	9275-13165	9689-12837	8750-12420	9168-12000	9246-12450
Probation and Parole Officer	10088-12844	9864-13200	9312-11919	9536-13394	10128-13800	9245-12248		9168-12528	9696-12901
Highway Engineer Trainee	11648-14820	11976-15840		10004-14028	11520-15840	12248-16227		11472-13728	11479-15351
Highway Engineer A	12844-16380	14400-19080	14172-18096	12126-17060	13800-19440	13453-17823		12528-16400	13466-17980
Community Planner B	13468-17186	12576-16560	12857-16416	13394-18223	12000-16680	13452-17153		12528-15675	12957-17036
Personnel Supervisor A	9126-11648	8952-11976			9696-13200			8400-11472	9258-12275
Buyer B	10582-13468	9384-12526			10560-14400			10032-13728	10175-13465

## Data Summary Sheet USCSC

<u>Accounting</u>	Deviation		<u>Corrections</u>	Deviation	
	<u>Minimum%</u>	<u>Maximum%</u>		<u>Minimum%</u>	<u>Maximum %</u>
Accountant B	+7.9	+13.8	Corrections Officer	+ 2.1	+ 2.3
Accountant C	-6.4	- 3.7	Corrections Sergeant	+ 2.4	+ 2.6
Agency Fiscal Director	-0.9	+ 2.9	Corrections Institution Superintendent B	+11.1	+13.8
			<u>Law Enforcement</u>		
Computer Programmer A	+15.5	+11.2	Game Warden B	+ 5.6	+ 1.8
Computer Systems Analyst A	+ 2.7	+ 1.8	Game Warden C	- 4.5	- 8.2
Computer Programmer B	- 9.9	-16.8	Game Law Enforcement Chief	- 0.4	3.1
ADP Manager B	+ 5.6	- 1.3			
			<u>Social Service Delivery</u>		
<u>Engineering</u>			Probation and Parole Officer	+ 5.2	+ 8.9
Highway Engineer Trainee	+ 6.1	- 4.5	Probation and Parole Officer Chief A	- 7.7	- 5.9
Highway Resident Engineer A	+ 1.4	- 0.9	Probation and Parole Division Director	- 3.8	+ 6.0
Highway Location & Design Engineer	+11.3	+ 8.9	Rehabilitation Counselor B	+ 4.9	+ 9.6
			Clinical Social Worker A	- 3.6	Va. 3 step range
<u>Professional Health</u>					
Laboratory Specialist A	+ 1.4	+ 1.9			
Laboratory Specialist B	+ 0.6	+ 0.5			
Registered General Duty Nurse	+12.3	+ 3.9			
Registered Head Nurse A	- 5.9	-16.8			
Public Health Nurse A	- 3.4	- 3.1			
Physical Therapist (Institutional)	+ 2.1	+ 1.5			
Physical Therapy Supervisor (Inst.)	+ 2.8	+ 4.6			
Registered Nurse Director	+15.4	+16.8			
Public Health Nurse Director	-12.1	-10.3			
Physical Therapy Director	- 6.0	- 8.0			
Sanitarian A	- 4.6	+ 0.1			
Sanitarian B	-11.7	- 7.5			
Sanitation Engineering Supervisor	- 4.2	- 6.1			

1975 Governor's Salary Survey  
Comparison with other states in Southeast Region

## Part One: Professional &amp; Entry Level

Va. Class Title	Florida	N. Carolina	Georgia	S. Carolina	Alabama	Five State Average	Virginia
Accountant B	8895 - 12027	9708 - 11848	9780 - 12816	8757 - 12085	9321 - 11492	9292 - 12053	10032 - 13728
Highway Engineer Trainee	10315 - 14073	N.C.C.	10692 - 14052	11461 - 15954	10751 - 13312	10804 - 14347	11472 - 13728
Computer Programmer A	8498 - 11400	9708 - 12240	8952 - 11700	8299 - 11440	10036 - 12246	9098 - 11805	10512 - 13128
Computer Systems Analyst A	10899 - 14971	14736 - 18780	12816 - 16908	12854 - 18013	9672 - 11856	12195 - 16105	12528 - 16400
Game Warden B	9187 - 11402	8484 - 10644	8196 - 10692	7467 - 10317	8229 - 10387	8312 - 10788	8784 - 10992
Corrections Officer	7726 - 10273	7080 - 8868	7500 - 9780	7072 - 9643	8229 - 10387	7521 - 9800	7680 - 10032
Pollution Control Spec. B	9388 - 12632	N.C.C.	9952 - 11700	8299 - 11440	9327 - 11492	8976 - 11816	10512 - 13728
Forester	8448 - 11400	N.C.C.	9780 - 12816	10296 - 14310	9321 - 11492	9473 -	8784 - 9168
Laboratory Specialist A	7308 - 9707	8484 - 10644	8952 - 11700	9235 - 12750	9321 - 11492	8660 - 11259	8784 - 11472
Registered General Duty Nurse	8101 - 10816	8484 - 10694	8196 - 10692	8299 - 11440	7163 - 9321	8048 - 10582	9168 - 10992
Public Health Nurse A	8101 - 10816	9276 - 11676	8196 - 10692	9235 - 12750	8606 - 10751	8682 - 11337	8400 - 10992
Physical Therapist Inst.	8895 - 12027	N.C.C.	8952 - 11700	8757 - 12085	9321 - 11492	8481 - 11826	9168 - 12000
Sanitarian A	8498 - 11400	8868 - 11148	7500 - 9780	9755 - 13478	9321 - 11492	8788 - 11459	8400 - 11472
Probation and Parole Officer	8498 - 11400	N.C.C.	8196 - 10692	8759 - 12085	9321 - 11417	8693 - 11417	9168 - 12528
Clinical Social Worker A	9333 - 12632	10164 - 12816	9780 - 12816	9755 - 13478	10751 - 13312	9546 - 13010	9600 - 10512
Rehabilitation Counselor B	8498 - 11400	10164 - 12816	9780 - 12816	9235 - 12750	10036 - 12246	9542 - 12405	10032 - 13728

1975 GOVERNOR'S SALARY SURVEY  
COMPARISON WITH OTHER STATES IN SOUTHEAST

## Part Two: Professional Supervisory

VA. CLASS TITLE	<u>FLORIDA</u>	NO. CAROLINA	<u>GEORGIA</u>	SO. CAROLINA	<u>ALABAMA</u>	5 STATE AVERAGE	VIRGINIA
Accountant C	11609-15973	14736-18780	12816-16908	12168-16910	12766-16523	12816-17018	12000-16400
Highway Resident Engineer A	13238-18458	14736-18780	14052-18564	12854-18013	12766-16523	13529-18067	13728-17900
Computer Programmer B	12403-17059	14052-17868	14052-18564	12168-16910	13312-17199	13197-17520	12000-15000
ADP Manager B	14115-19857	21672-27612	15408-20376	17722-25187	15834-20475	16950-22701	17400-22400
Game Warden C	10482-13781	11676-14736	8952-11700	8299-11440	10751-13312	10032-12993	9600-12000
Corrections Sergeant	8101-10816	8112-10164	8952-11700	8757-12085	8957-11128	8575-11178	8784-11472
Forester D	10899-14971	12816-16236	11700-15408	12168-16910	11128-13923	11748-15489	12528-17150
Laboratory Specialist B	8101-10816	10164-12816	9780-12816	10296-14310	11492-14534	9966-13058	10032-13128
Registered Head Nurse A	8498-11400	9276-11676	9780-12816	11461-15954	11856-15158	10174-13400	9600-11472
Physical Therapy Supervisor (Institution)	9333-11029		9780-12816	10296-14310	11492-14534	10225-13172	10512-13728
Sanitarian B	9333-12632	9708-12240	8952-11700	12854-18013	10387-12766	10246-13470	9168-12528
Probation and Parole Officer Chief A	10315-14073	10164-12816	9780-14052	10296-14310	11492-14534	10409-13947	9600-13128



1975 Governor's Salary Survey  
Comparison with other states in Southeast Region

## Part Three: Program or Activity Supervisors

Va. Class Title	Florida	N. Carolina	Georgia	S. Carolina	Alabama	Five State Average	Virginia
Agency Fiscal Director	15201 - 21360	21672 - 27612	16908 - 22392	15330 - 21798	15834 - 20475	16989 - 22727	17150 - 23400
Highway Location & Design Eng.	19357 - 26956	19692 - 25068	15408 - 20376	14456 - 20550	18018 - 23699	19386 - 23329	19600 - 25600
Game Law Enforcement Chief	16576 - 23052	15468 - 19602	16908 - 22392	15300 - 21798	14534 - 18837	15751 - 21154	15675 - 20500
Correction Inst. Superintendent B	19356 - 26956	13416 - 17052	15408 - 20376	9755 - 13478	15834 - 20475	14753 - 19667	16400 - 22400
State Forester	29000 -	20664 - 26304	27036 - 35820	26589 -	15158 - 19656	23685 - 27260	21400 - 26800
Registered Nurse Director	13238 - 18458	12240 - 15468	15408 - 20376	12168 - 16910	N.C.C.	13263 - 17803	15675 - 21400
Public Health Nurse Director	15201 - 21360	17052 - 21672	16908 - 22392	19053 - 27248	15834 - 20475	16809 - 22629	15000 - 20500
Physical Therapy Director	10315 - 14073	12816 - 16236	14052 - 18564	11461 - 15954	N.C.C.	12161 - 16206	11472 - 15000
Sanitation Engineering Supervisor	N.C.C.	18780 - 23880	18564 - 24612	17722 - 25189	13812 - 17199	17094 - 22720	16400 - 21400
Probation & Parole Division Dir.	20964 - 28961	25874 -	14052 - 18564	24435 -	16523 - 21502	20369 - 23009	19600 - 24500

VIRGINIA EMPLOYMENT COMMISSION DATA  
 SURVEY OF VIRGINIA MANUFACTURERS  
 BY LOCAL OFFICE AREA

Class Title	State <u>Salary</u>	State <u>Hourly</u>	VEC Class Title	Charlottes- ville	Staunton <u>Waynesboro</u>	Richmond	<u>Petersburg</u>	<u>Roanoke</u>	<u>Radford</u>	Newport News <u>Hampton</u>	Norfolk Va. Beach
Highway Mainte- nance Helper	4920-5640	2.37-2.71	Laborer	2.64-3.08	2.81-3.18	2.91-3.48	3.28-3.46	2.73-3.15	2.87-3.21	2.70-2.99	2.93-3.47
Welder A	7032-9168	3.38-4.41	Welder	3.12-3.84	3.93-4.33	4.54-5.44	4.57-5.32	3.57-3.99	3.98-4.24	4.43-5.47	4.18-4.94
Electrician	7680-9168	3.69-4.41	Maint. Electrician	3.65-4.52	4.90-5.17	5.41-6.05	4.97-5.95	3.86-4.99	4.15-4.59	4.61-5.42	5.03-5.61
Painter	7344-8784	3.53-4.22	Spray Painter	2.95-3.63	3.56-3.80	3.78-4.27	4.40-4.86	3.05-3.42	3.12-3.80	3.75-4.47	3.80-4.40
Custodial Worker	4512-5400	2.17-2.60	Janitor	2.58-3.04	3.00-3.26	3.15-3.77	3.10-3.52	2.68-3.16	2.63-3.18	2.54-2.74	2.81-3.22
Forklift Operator	7032-8400	3.38-4.04	Forklift Operator	3.02-3.25	3.37-3.65	3.61-4.05	3.59-3.93	3.23-3.64	3.26-3.71	3.46-3.85	3.49-3.95

## College Placement Council and American Management Association Data

<u>Occupational Group</u>	<u>Nationwide Average Hiring Rates</u>		<u>% Differential</u>	
	<u>College Placement Council</u>	<u>American Management Association</u>		
Engineering	12768	12800	11472	-11.4
Accounting	11772	11000	9600	-18.6
Social Science	9240	9800	8400	-13.3

STATEWIDE PRIVATE BUSINESS AND STATEWIDE LOCAL GOVERNMENTS				
BY				
<u>REGIONAL AREA</u>				
	Richmond	Tidewater		<u>Southwest</u>
<b>Clerical</b>				
Business	-10.7/-16.8	-3.2/-7.8	-11.5/-13.2	-16.0/-23.9
Local Government	-5.9/-5.8	-9.3/-13.6	-4.0/-12.1	-.5/+2.2
<b>Accounting</b>				
Business	-6.1/-9.1	-10.4/-15.5		
Local Government	-4.6/-4.4	-8.9/-9.9		-16.0/-8.5
<b>Automated Data Processing</b>				
Business	-2.0/-9.9	+11.8/-3.0	-1.8/-3.3	-2.1/-19.2
Local Business	+2.3/+1.3	+5.6/-1.5	+9.5/-1.1	+7.6/+2.4
<b>Labor-Trades</b>				
Business	-22.8/-34.8	-26.0/-21.3	-14.0/-17.5	-10.4/-14.8
Local Government	-12.7/-21.5	-9.8/-22.8	+1.0/-15.0	-7.7/-13.7
V.E.C.	-27.8/-20.9	-18.1/-12.8	-6.7/0	-5.8/-1.8
<b>Law Enforcement</b>				
Local Government	-2.7/+4.4	+2.9/+8.6	+10.4/+12.0	+8.6/+12.0
<b>Social Service</b>				
Local Government	-5.1/+1.4	-2.8/-1.6	+4.1/+2.8	+2.2/+6.9
<b>Engineering</b>				
Local Government	-4.8/-8.3	-7.7/-16.5	+7.8/-3.2	-13.1/-10.3
<b>General Administration</b>				
Local Government	-7.1/-3.4	-2.0/-4.4	-6.9/-16.2	-2.5/-4.7

Commonwealth of Virginia  
Summary of Salary Survey Results, November 1975

Northern Virginia Supplement

Percentage Comparison of Current State Ranges with Survey Participants

Virginia Occupational Groups	No. Va. Business Firms	No. Va. Hospitals	No. Va. Local Governments	No. Va. Data from V.E.C. Survey of Manufacturers	Percentage Deviation between No. Va. State Ranges and Survey Participants
Clerical	+2.3/-9.2		-12.3/-22.9		-5.2/-16.3
ADP	+3.3/-11.6		-3.8/-13.2		-.2/-12.5
Prof. Health		-.4/-3.8	+4.9/-7.8		+2.5/-6.0
Non-Prof. Health		-5.1/-6.6	-6.1/-8.1		-5.6/-4.4
Law Enforcements			-14.9/-12.3		-14.9/-12.3
Labor-Trades	-2.7/-15.0	-15/-21.8	-12.4/-25.0	-7.6/-7.4	-9.4/-17.3

Northern Virginia Supplement Private Business

State Class	Participants			State No. Va. <u>Ranges</u>	<u>Average</u> Min. - Max.
	A	B	C		
Clerk-Typist B - 1	5460 - 7800	7072 - 9984	5916 - 7944	5880 - 8040	6145 - 8476
Clerk-Stenographer B	6448 - 8840	7176 - 10478	6528 - 8484	6432 - 8400	6717 - 9267
Clerk-Stenographer C	6760 - 10670		7140 - 9708	7344 - 9600	6950 - 10189
Clerk-Stenographer D			7140 - 11148	8400 - 10512	7140 - 11148
Clerk B	5460 - 7800	7072 - 9984	5736 - 7476	5880 - 7680	6089 - 8420
Clerk C		7176 - 10478	6744 - 10104	7032 - 8784	6060 - 10291
Data Entry Opr. A	5720 - 9152	7072 - 9984		6432 - 8400	6370 - 9568
Computer Operator A	8840 - 13000	7176 - 10478		8400 - 10992	8008 - 11739
Computer Programmer A	10000 - 15000			10512 - 13128	10000 - 15000
Dupl. Mach. Opr. A	7800 - 8528	7072 - 9984		6432 - 8784	7436 - 9256
Custodial Worder	5200 - 7488	7332 - 9204	5736 - 7476	5640 - 6720	6089 - 8056
Motor Vehicle Opr. A	6656 - 9360		6989 - 8370	7032 - 8784	6823 - 8840
Maintenance Carpenter	7280 - 10608		8861 - 14269	8040 - 9600	8071 - 12439
Maintenance Electrician	8112 - 11960			8400 - 10032	8112 - 11960

Northern Virginia/Virginia Employment Commission Data

<u>Virginia Class Title</u>	<u>State Salary Range</u>	<u>Hourly Rate</u>	<u>VEC Class Title</u>	<u>Alexandria-Seven Corners</u>
Highway Maintenance Helper	4920 - 5640	3.09-3.60	Laborer	3.08 - 3.49
Welder A	7032 - 9168	3.38-4.41	Welder	4.49 - 5.02
Electrician	7680 - 9168	4.04-4.82	Maint. Electrician	4.14 - 6.00
Painter	7344 - 8784	3.87-4.62	Spray Painter	4.20 - 5.06
Custodial Worker	4512 - 5400	2.71-3.23	Janitor	3.01 - 3.50
Forklift Operator	7032 - 8400	3.38-4.04	Forklift Operator	3.12 - 3.61

## Attachment 9.3

Class Title	State Salary	State No. Va. Salary	Amount Diff.	Falls Church	Alexandria	Vienna	Fairfax County	Arlington County
Clerk-Typist B	5160- 6720	6144- 8040	4-4	6708- 9646	6655- 9828	6293- 9087	6756- 9506	6521- 9133
Clerk-Stenographer C	6144- 8040	7344- 9600	4-4	7668-11100	7702-11370	7917-11432	9250-13667	8396-12791
Clerk-Stenographer D	7032- 9168	8400-10512	4-3	8412-12180	8491-11943	9087-12532	10312-14977	9936-13915
Storekeeper Supervisor A	6432- 8400	7032- 9168	2-2				9250-13667	10996-14666
Computer Operator A	7680-10032	8400-10992	2-2	8040-12768	8087-11375		8861-12468	9692-13189
Carpenter	7344- 8784	8040- 9600	2-2		8829-11388	9087-13121	10506-14337	9888-12259
Electrician	7680- 9168	8400-10032	2-2		8829-11388	9087-13121	10985-14984	10768-13382
Custodial Worker	4512- 5400	5640- 6720	5-5	6708- 9648	7207- 9141	6589- 9514	6842- 9213	7133- 8717
Highway Equip. Mechanic A	7032- 9168	8400-10512	4-4	9216-13380	7360-13167	8679-12532	10051-13691	9888-12259
Highway Equip. Operator A	5880- 7344	7344- 9168	5-5	7333-10584	7956-10181	7562-10919	8087-10985	8367-10318
Highway Equip. Operator B	6432- 8040	8040-10032	5-5	7668-11100	8915-12540	8289-11969	8806-11991	8717-10768
Highway Equip. Operator C	7032- 9168		2-2	8412-12180	9141-11845	9087-13121	10051-13691	9480-11737
Highway Const. Inspector A	8784-10032	10032-12528	3-5	11628-16932	10319-14516	10919-15689	10619-15689	10377-13834
State Police Trooper	9168-13128	10032-14328	2-2	11256-16380	11649-15631	10919-15766	11511-17007	12313-15716
Laboratory Specialist A	8784-11472	10032-13128	3-3		10319-14516		9656-14266	10784-14416
Mental Health General Duty Nurse Degree	9168-10092	10512-12528	3-3		10319-14516		10619-15689	10784-14416
Mental Health Staff Phys.	25600-30600	29300-34800	3-3				25913-36462	26374-35308
Occupational Therapist	9168-12000	10992-14328	4-4		11375-16003		11127-16400	10784-14416



Attachment 9.3  
(continued)

<u>Class Title</u>	<u>State Salary</u>	<u>State</u> <u>No. Va. Salary</u>	<u>Amount</u> <u>of</u> <u>Diff.</u>	<u>Falls Church</u>	<u>Alexandria</u>	<u>Fairfax County</u>	<u>Arlington County</u>
Psychologist B M.A.	11472-15000	14328-17900	5-4				12469-16696
Train. Center Dev. Aide	6144- 7680	7344- 9600	4-5				7795-10377

## COMPARISON OF COMMONWEALTH'S RANGES WITH HOSPITALS IN NORTHERN VIRGINIA

Non-professional HealthPercentage Difference  
Minimum/Maximum

-Licensed Practical Nurse A -

-5.1 / -.6

Professional Health

-Registered General Duty Nurse(Diploma)

-1.3 / 1

-Physical Therapist(Institution)

+1.1 / -.5

-Pharmacist

-.5 / - 2.6

-Radiology Technician A

-6.6 / -11.6

-Laboratory Specialist A

+4.3 / - 5.1

Total -4.3 / - 3.8

-Food Service Aide A

-18.4/-27.6

-Custodial Worker

-11.8/-16.6

Total -15 /-21.8

## SALARY SURVEY OF NORTHERN VIRGINIA HOSPITALS - September, 1975

State of Va. Class Title	A	B	C	D	State Northern Va. <u>Salary</u>
Licensed Practical Nurse A	7684-10148	7287-	6891- 8275	7705- 7250	7032- 9168
Hospital Attendent A	6598- 8707	6201-	5926- 7110		5640- 6720
Reg. Gen. Duty Nurse(Diploma)	10169-13426	10043-	9561-11582	10858-12946	10032-12528
Physical Therapist (Inst.)	11296-14908	10524-	10373-12447	11296-15827	10992-14328
Pharmacist	17205-20295	17268-	15283-17414	16140-22613	16400-19600
Radiology Technician A	9688-12774		8600-10319	9793-13718	8784-10992
Laboratory Specialist A	10461-13802	8770-	-----		10032-13128
Food Service Aide A	6598- 8707	5930-	5805- 6966		5160- 6144
Custodial Worker	6598- 8707	6515-	5805- 6966		5640- 6720

## List of Survey Participants (65)

Virginia Electric and Power Company	Chesapeake and Potomac Telephone Co.	Life Insurance Company of Virginia
Miller and Rhodes Department Store	A. H. Robins Company	Travelers Insurance Company
Reynolds Metals Company	Southern States Cooperative	Federal Reserve Bank of Richmond
Western Electric Company	Phillip Morris	Newport News Shipbuilding and Drydock Co.
Virginia National Bank	Colonial Stores Incorporated	Sperry Marine Systems
Stromberg Carlson	State Farm Insurance	Appalachian Power Company
Ingersol Rand	First National Exchange Bank	Eli Lilly Incorporated
The Fairfax Hospital	Northern Virginia Doctors Hospital	The Alexandria Hospital
George Washington University Hospital	St. Marys Hospital	Richmond Memorial Hospital
Johnston-Willis Hospital	Chippenham Hospital	St. Elizabeths Hospital
Stuart Circle Hospital	Lynchburg General Hospital	Winchester Memorial Hospital
Roanoke Memorial Hospital	Norfolk General Hospital	Riverside Hospital
Danville Memorial Hospital	Bristol Memorial Hospital	DePaul Hospital
King's Daughter Hospital	University of Florida Medical Center	University of Alabama Medical Center
University of Tennessee Medical Center	University of Kentucky Medical Center	University of North Carolina Medical Center
University of West Virginia Medical Center	University of South Carolina Medical Center	Emory University Medical Center
City of Richmond	City of Virginia Beach	City of Norfolk
City of Lynchburg	City of Roanoke	County of Henrico
County of Smyth	County of Fairfax	County of Arlington
City of Falls Church	City of Alexandria	Town of Vienna
Melpar Electronics	Virginia Employment Commission	United States Civil Service Commission
College Placement Council	American Management Association	

Estimated Additional Cost to General Fund

	FY76-77	
One Step Increase for All Classes	16,500,000	
Additional One Step Increase		
Clerical Group	2,397,908	
Accounting Group	268,022	
Additional One Step at Minimum and Two Steps at Maximum		
Labor-Trades Group	<u>2,651,101</u>	
	21,817,031	
Total Additional Cost for 76-77 Budget (General Fund)		21,817,031

