

DEPARTMENT OF PERSONNEL AND TRAINING
REPORT ON SALARY SURVEY
NOVEMBER 1976
TO
THE GOVERNOR
AND
THE GENERAL ASSEMBLY OF VIRGINIA



House Document No. 13

COMMONWEALTH OF VIRGINIA
Department of Purchases and Supply
Richmond
1977

Commonwealth of Virginia
Department of Personnel and Training
Report on Salary Survey: November, 1976

Section 2.1-114.6 of the Virginia Personnel Act provides in part that: "It is the goal 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 determining comparability, consideration shall be given to the economic value of fringe benefits in addition to direct compensation." In accordance with this section the Department of Personnel and Training has conducted its annual compensation review, the results of which are attached.

The survey consists of data collected from sixty-three participants representing private industry, hospitals, local governments in Virginia, and State governments in the 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. The various attachments show the specific salary data obtained and the columns headed 'Participant Average' and 'State Average' are the averages for salaries within the grouping of classes to the left of these figures.

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 data relevant to the fringe benefit packages offered to employees by the survey participants. This data is shown as Attachment 8 and indicates that the Commonwealth's benefit program is competitive on most counts with those surveyed. Virginia's vacation, sick leave, holiday schedule, and medical plan all compare reasonably well with the most common practices of the survey participants. Many participants, however, had vacation schedules that continued to award increased days off for service beyond ten years and almost 20% of the participants had a no cost dental care plan for employees. In the area of Life Insurance and Retirement plans the major difference between the Commonwealth and the participants was in the manner the programs are funded. Thirty-eight (38%) percent of the participants provided no cost Life Insurance plans and seventy-four percent (74%) provided no cost Retirement plans.

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. Again this year due to the timetable under which our survey must be conducted many participants indicated that they were in the process of or shortly planning to begin a process which would result in a revision of their salary structures. Because their plans had not been finalized we were forced to use data currently in effect. This important fact should not be overlooked when reviewing the percentage deviations in Attachment 1.

Analysis

Based upon the overall totals, six of the ten occupational groups show a deviation of greater than one salary step (4.8%) at the minimum and maximum. These are the Clerical, Professional Health, Law Enforcement, Corrections, Social Services, and the Labor-Trades groups. Further, three other groups, ADP, Engineering, and Non-Professional Health, show deviations of greater than one salary step at the maximum only. It is important to note that none of the groups show a positive deviation.

The Northern Virginia supplement shows that three of the six occupational groups have deviations of greater than one salary step at the minimum and the maximum. These are the Clerical, Law Enforcement, and Labor-Trades groups. Further, the remaining three groups show deviations of greater than one salary step at the maximum only.

Conclusion

As indicated, many of the participants surveyed are planning salary increases on or before July 1, 1977 which if implemented will place the Commonwealth in a substantially worse competitive situation than is evidenced by this data. This factor is amplified by the Federal Governments recent increase averaging 4.8%. Consequently, while a few of the occupational groups represented do not show deviations of sufficient proportion to support a one-step increase now, it seems obvious to conclude that such will be the case as of July 1, 1977, 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. Empirical proof of this fact is shown when the percentage deviations of last year and this year are compared. If we had taken the position of awarding increases only to those groups showing deviations of greater than one-step in November 1975, those classes not falling under that criteria would now be significantly behind.

Considering this, it is concluded that a one-step salary adjustment will be needed for all of the Commonwealth's classes, effective July 1, 1977. Further, it is concluded that the classes represented by the occupational groups showing deviations of greater than one salary step will need additional increases to be competitive. These conclusions are summarized below.

EFFECTIVE JULY 1, 1977

All classes - one salary step increase

Clerical group - one additional salary step at the maximum

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

ADP - one additional salary step at the maximum

Corrections - one additional salary step at the maximum

NORTHERN VIRGINIA ONLY

All classes - one salary step increase

Clerical group - two additional salary steps at the maximum

Non-Professional health - one additional salary step at the maximum

Law Enforcement - one additional salary step at the minimum and the maximum

Labor-Trades - one additional salary step at the maximum

COMMONWEALTH OF VIRGINIA
SUMMARY OF SALARY SURVEY RESULTS - NOVEMBER, 1976

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

Commonwealth of Va. Occupational Group	Statewide Business Firms	Hospitals in Southeastern United States	Hospitals in Virginia	Virginia Local Governments	Civil Service Commission Data	Data from VEC Survey of Va. Manufacturers	Data from College Placement Council & AMA on Hiring Rates	Total Percentage Deviation between State Ranges and Survey Participants
Clerical	-11.0/-16.9			-1.3/-2.8				-6.0/-9.7
Accounting & Auditing	-6.6/-12.9			-8.1/-6.9	-3.0/+3.4		-17.0	-4.2/-3.9
ANP	-4.8/-20.7			+7.5/+9	-4.4/-8.0			-1.2/-9.3
Engineering				-3.7/-9.7	-1.9/-5.1		-10.4	-2.7/-7.1
Professional Health		-3.2/-9.3	-4.1/+9.4		-10.5/-11.0			-6.0/-6.0
Non-Professional Health		-7.7/-9.5	-1.5/-1.7					-4.6/-5.6
Law Enforcement				+5.3/+9.9	-18.6/-20.4			-7.9/-5.9
Corrections				0/-14.1	-11.1/-10.5			-5.6/-12.3
Labor-Trades	-20.0/-27.3	-10.5/-16.0	-4.0/-9.3	-27.6/-18.9		-20.4/-13.6		-16.3/-17.1
Social Services				+1.7/+2.9	-11.9/-12.7		-15.7	-5.3/-4.9

STATEWIDE BUSINESS FIRMS

STATE CLASS	A	B	C	D	E	F	G	H	J
Clerk-Typist B	5340- 7020	6360- 9840	6780- 8580	4410- 5076	5280- 7320	5369- 7254	5720- 8060	5700- 8604	6000- 9660 6812-10374
Clerk-Stenographer B	6120- 8220	7080-10920	7728- 9840		5640- 7920	6045- 8151	6500- 9620	6360- 9756	7320-10980 6864-10686
Clerk-Stenographer C	6420- 8640	7860-12000	9042-11484	4860- 6300	6000- 9600	6669- 9009	7020-10660	-11964	7600-11640
Clerk-Stenographer D	7620-10620	8760-13200	13260-15900	7750-10000	7320-10800	8112-11362		-11964	8280-12480 11475-14350
Clerk B	4860- 6360	7080-10920	6780- 8580	4140- 5616	4980- 7320	6045- 8151	5200- 7540	5160- 9756	6000- 9000 6812-10374
Clerk C	5340- 7020	7860-12000	7728- 9840	4680- 5310	5640- 8640	6669- 9009	5304- 8060	-12828	6864-10686
Clerk C	6660- 9120	7080-10920	9021-11484	4536- 6786		7267-10179	5876- 9100		7320-10980
Clerk D	7020- 9600	8720-13200	10740-13668			8112-11362			8280-12480
Accountant B	10380-16190	12600-19140	15108-21360	8000-10000	9480-14100	10101-14144		10560-	10860-17400
Internal Auditor	10920-16920	13620-20760		12000-16400		13520-20293		13700-19260	16175-20225
Data Entry Operator A	5340- 7020	7080-10920	7728- 9840	4860- 6480		7267-10179		6300- 8112	6840-10320 6812-10374
Computer Operator A	7020- 9600	8760-13200	9024-13668	6600- 9500		8112-11362		-12828	8880-13320 6864-10686
Computer Programmer A	9900-15360	12600-19140		9700-13900		11297-15821		11000-14000	11940-19080
Comp. Sys. Analyst A	12060-18660	13620-20760		15300-22100		13520-20293		13500-19000	14760-23640
Duplicating Machine Operator A	5880- 7800	7080-10920	7728- 9840	4914- 5580				5400- 8112	7320-10980 6812-10374
Custodial Worker		5700- 8880		4140- 4770		5590- 7553		5160- 8112	7566- 9516
Motor Vehicle Operator A	5880- 7800	6360- 9840		6030- 8010		6045- 8151		7809- 9500	
Carpenter		10800-15900		10350-10350					-14367
Electrician		10800-15900	13990-16453	8028-10800	-13652	10101-14144		10022-15534	-14367

STATEWIDE BUSINESS FIRMS

STATE CLASS	K	L	M	N	O	P	Q	R	S
Clerk-Typist B	4872- 7320	4872- 6348	6048- 7488	5148- 8268	6768- 9024	6139- 8206	6222- 7684	9540-12732	6521- 8726
Clerk-Stenographer B	5376- 8064	5186- 6852	6732- 8340	5356- 9048	6768- 9024	6577- 8686	7371- 9375	9852-13728	6968- 9318
Clerk-Stenographer C	6240- 9360	6120- 8712	7488- 9300	5928- 9932	7488-10152	7412-10064	8310-10691	10368-14976	9038-12043
Clerk-Stenographer D	6888-10320	7428-10572	8340-10344	6500-10920	8412-11292	7872-10816	8895-11570		
Clerk B	4872- 7320	4800- 6600	5100- 6732	5148- 8268	6156- 8004	5408- 7120		9252-12408	8133-10868
Clerk C	5376- 8064	5796- 8244	8340-10344		6670- 9024	6139- 8206	7684- 9897	10368-14676	9038-12043
Clerk C	5652- 8484	5016- 7128		5928- 9932		6593- 9458	8895-11520	10896-14976	
Clerk D	7956-11940	5196- 7392	10344-12816			8519-11672			
Accountant B		11750-19255	11520-14256						
Internal Auditor	11630-17446	10100-16140	14256-17652						
Data Entry Operator A	5652- 8484	6420- 9156		5928- 9932	6768- 9024	6139- 8206	6890- 8665		7290-14019
Computer Operator A	6888-10320	7260-10884	9300-11520	5928- 9932	8412-11280	9104-12501	8310-10691	10896-14976	
Computer Pro-grammer A	10803-16205	10392-15576							
Comp. Sys. Analyst A	13250-19874	13500-22584						15348-31848	13140-19056
Duplicating Machine Operator A				5148- 8268	6768- 8024	7872-10816	7371- 9375		7290-12045
Custodial Worker	4800- 7200	9800- 5880	8415-10106			5596- 6911	6285- 7287	9252-12072	7997- 9070
Motor Vehicle Operator A	5376- 8064	4860- 6840				5763- 7684			8728-10586
Carpenter			11421-12967			9145-11672			
Electrician			11421-12967		9228-12720	9145-11672	9125-11860	11160-15696	

STATEWIDE BUSINESS FIRMS				
STATE CLASS	T	A - T Participant Average	State Average	% Deviation
Clerk-Typist B	6240-8060			
Clerk-Stenographer B	6864- 8060			
Clerk-Sterographer C	7436- 8736			
Clerk-Stenographer D	8684-10244			
Clerk B	5772- 6760			
Clerk C				
Clerk C	6240- 8060	6994- 9601	6296- 8212	-11.0/-16.9
Clerk D				
Accountant B				
Internal Auditor				
Data Entry Operator A		106-1286	8544-11391	-6.6 -12.9
Computer Operator A	8008- 9412			
Computer Programmer A				
Comp. Sys. Analyst A				
Duplicating Machine Operator A		9271-14004	8843-11593	-4.8/-20.7
Custodial Worker	7800- 8840			
Motor Vehcile Operator A	7800-10092			
Carpenter				
Electrician	11752-13833			
		8015-10504	6677- 8251	-20.0/-27.3

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

Non-Professional Health

	<u>Min.</u>	/	<u>Max.</u>
Richmond Hospitals			
Other Virginia Hospitals	-0.5		-3.5
University Medical Centers in Southeastern U. S.	-2.6		-0.03
	-7.7		-9.5

Professional Health

Richmond Hospitals			
Other Virginia Hospitals	-4.8		-6.5
University Medical Centers in Southeastern U. S.	-3.7		+11.9
	-3.2		-9.3
Richmond Hospitals			
Other Virginia Hospitals	-6.0		-14.3
University Medical Centers in Southeastern U. S.	-2.0		-4.2
	-10.5		-16.0

Attachment 3.1

SALARY SURVEY OF VIRGINIA HOSPITALS OUTSIDE RICHMOND AREA - NOVEMBER, 1976

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	PARTICIPANT AVERAGE	STATE AVERAGE	% DEVIATION
Licensed Practical Nurse A	6336-6936	7099-8707	6720-	7225-9187	6480-7740	6264-8143	7128-9108			
Hospital Attendant A	4824-5184	6327-7747	4980-	5472-6995	4176-5652	5533-6786	5844-6828	6072-7418	5916-7416	-2.6/-0.3
Registered General Duty Nurse (Diploma)	8988-9588	9438-11672	9600-	9187-11818	8640-10560	9187-11275	9372-11976			
Physical Therapist (Institutional)	9360-10260	10064-12445	11460-	9521-12152	10728-12876	10200-13200	9876-12516			
Pharmacist	15000-	18061-	14496-	14345-18521	-19884	12000-16200	16728-17235			
Radiology Techni- cian A	6624-7824	7955-9793	7800-	7663-9855	6840-8280	7621-9709	7860-10128			
Laboratory Specialist A	9276-10176	10064-12445	9600-	9521-12152	8796-10416	9709-11797	10224-12864			
Hospital Dietitian A	-9500		11460-			9480-11580				
Anesthetist		13760-17122	12600-	13697-17644	15600-18000	16200-19800	12276-15576			
Respiratory Therapist A		9438-11672	10560-			12000-15600	9372-11976	10799-11688	10416-13268	-3.7/+11.9
Food Service Aide A	4824-5184	5532-6703	4980-	5137-6452		5533-6786	5628-6612			
Custodial Worker	4824-5184	5532-6703	4980-	5137-6752	4296-5076	5533-6786	5628-6612			
Carpenter	7200-8100	6473-9793	8400-	8206-10398	7068-8316	7621-9918	9372-11976			
Electrician	7200-8100	8394-10357	9600-	10189-13029	7068-8316	8143-10586	9876-12516	6702-8179	6570-7848	-2.0/-4.2

Attachment 3.2

SALARY SURVEY OF TEACHING HOSPITALS IN SOUTHEASTERN UNITED STATES - NOVEMBER, 1976

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	H	PARTICIPANT AVERAGE	STATE AVERAGE	% DEVIATION
Licensed Practical Nurse A	6624-5274	7020-8736	6890-9125	7392-9605	9500-11902	6079-8242	6282-8167	10544-12841			
Hospital Attendant A	5520-7728	5688-7020	5074-6577	5345-6786	7955-8477	5430-7333	5179-6733	5638-6264	6374-8123	5916-7416	-7.7/-9.5
Registered General Duty Nurse (Diploma)	9900-13860	9948-12444	8832-11902	10440-13572	11484-15242	9062-11898	8424-12636	10544-12841			
Physical Therapist (Institutional)	9900-13860	11364-14256	10377-14115	11355-14770	11484-15242	9107-12568	9298-13950	10000-13810			
Pharmacist	14088-19720	14916-18888	13823-19084	14165-19820	15660-21611	11919-16592	15225-22838	13600-17240			
Radiology Technician A	8400-11760	9120-11364	7976-10691	8060-10482	10127-12737	6360-8696	7654-9950	8260-11310			
Laboratory Specialist A	9288-13000	9120-11364	9312-12591	8791-11421	11484-15242	5711-7766	8861-13292	10000-12660			
Hospital Dietitian A	9456-13238	10392-13032	9834-13321	10400-13520	11484-15242		9298-13947	9720-12290			
Anesthetist		14916-18888	13823-19084	14165-19820	15660-21611	13368-18734	16200-24300	16500-20500			
Respiratory Therapist A	7944-11122	9528-11992	8832-11902	9584-12465	10858-13885	8198-11335	9298-13947	10000-12660	10749-14498	10416-13263	-3.2/-9.3
Food Service Aide A	5028-7040	5472-6720	4865-6306	4907-6222	7308-7830	4911-6403	5179-6733	5429-6055			
Custodial Worker	6168-8638	5472-6720	5993-7893	7392-9605	7308-7830	4911-6403	5179-6733	5429-6055			
Carpenter	8760-12264	8364-10392	8832-11902	8060-10482	9166-9688	7766-10130	7301-9491	10440-11693			
Electrician	8760-12264	8736-10872	9312-12591	8791-11421	9166-9688	8198-11335	8029-10438	11693-12946	7260-9106	6570-7848	-10.5/-16.0

Attachment 3.3

SALARY SURVEY OF RICHMOND AREA HOSPITALS - NOVEMBER, 1976

VIRGINIA CLASS TITLE	A	B	C	D	E	PARTICIPANT AVERAGE	STATE AVERAGE	DEVIATION
Licensed Practical Nurse A	6473-8269	7099-9083	6515-8352	6682-8999	7141-9125			
Hospital Attendant A	5074-6473	5116-6535	5095-6515	5178-6911	5074-6473	5945-7674	5916-7416	-.5/-3.5
Registered General Duty Nurse (Diploma)	9584-12215	9396-12006	9459-12110	9292-14303	9563-12125			
Physical Therapist (Institutional)	9584-12215	9709-12382	9688-12244	9647-12904				
Pharmacist	14825-18917	14616-18688	14762-18917	15222-20358	15660-18500			
Radiology Technician A	7872-10043	7830-10022	7934-10189	7934-10628	7872-10043			
Laboratory Specialist A	8686-11066	8978-14484	8978-11526	8561-11505	8269-10544			
Hospital Dietitian A	9584-12215	9292-11860	9688-12424		11609-14825			
Anesthetist	18917-24137	-	15138-19398					
Respiratory Therapist A	9584-12215		9688-12424	9292-12382		10918-14127	10416-13263	-4.8/-6.5
Food Service Aide A	4844-6160	5110-6410	4844-6201	4928-6598	5074-6264			
Custodial Worker	4844-6160		4844-6201		5074-6473			
Carpenter	7496-9584	7412-9500	7559-9688	8937-11964				
Electrician	7496-9584	14094-17978	7559-9688	9396-12591	12215-15577	6966-8968	6570-7848	-6.0/-14.1

VIRGINIA LOCAL GOVERNMENTS

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	PARTICIPANT AVERAGE	STATE AVERAGE	DEVIATION
Clerk Typist B-1	5070- 6474	5530- 7327	5232- 7728	5364- 7368	5564- 7152	4512- 5880	4992- 6968			
Clerk Stenographer C	7488- 9545	7327- 9707	7008-10344	7056- 9696	7152- 9144	5640- 7344	6968- 9228			
Clerk Stenographer D	8249-10582	8047-10662	8520-12576	8880-12000	8294-10088	5880- 7680	7670-10842			
								6688- 8968	6600- 8720	-1.3/-2.8
Clerk C (Bookkeeper)		6671- 8838	6672- 8952	6744- 9288	7512-10080		6968- 9228			
Accountant B	11102-14144		10872-14400	12000-16680	11644-14892					
								9159-12153	8472-11364	-8.1/-6.9
Data Entry Operator A	6188- 7878	6365- 8433	6048- 8952	5880- 8952			6006- 8476			
Computer Programmer A	11102-14144		9864-14400	9696-13200	9600-12240		9828-13780			
								8058-10959	8712-11064	+7.5/+9.9
Custodial Worker	5070-6474	5796- 7679	4992- 7368	5112-7056	5292- 6792	4128- 6095	4992- 6968			
Motor Vehicle Operator A	6188- 7878	6365- 8433	6360- 9384	6144- 8472	6792- 8712	5640- 7344	5460- 7670			
Carpenter	9126-11648	9263-12272	8112-10872	8472-11520	7892-10080		7670-10842			
Electrician	10088-12844	10173-13478	9384-12576		8292-10584					
								7275- 9763	5703- 8214	-27.6/-18.9
State Police Trooper	9594-12844	10173-13478	8952-11976	9696-13200	8712-11100	8040-12000	8476-11908			
								9092-12358	9600-13728	+5.3/+9.9

Attachment 4

VIRGINIA LOCAL GOVERNMENTS

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G	PARTICIPANT AVERAGE	STATE AVERAGE	% DEVIATION
Quality Control Reviewer	7878-10088	9263-12272	8520-11400		7464- 9425		8060-11336			
Rehabilitation Social Worker A	10582-13468	10173-13478	9384-12576		7312-11781		8892-12480			
Probation and Parole Officer		10173-13478		10560-14400	9312-11919		9828-13780			
								9292-12352	9456-12728	+1.7/+2.9
Highway Engineer Trainee	12246-15574	13478-17857	12576-16560	11570-15840			10296-14430			
Highway Engineer A	13468-17186	14803-19612	15120-19920	14400-18480	14172-18096		12480-17576			
								13049-17265	12564-15738	-3.7/-9.7

DATA FROM CIVIL SERVICE COMMISSION
SURVEY OF STATE GOVERNMENTS

<u>1. Class Title</u>	<u>Nationwide Average</u>	<u>Virginia</u>	<u>% Deviation</u>
Accountant B	9830-12878	10512-14328	
Accountant C	13128-17403	12528-17150	
Agency Fiscal Director	18106-23788	17900-24500	
	13688-18023	13647-18659	-3.0/+3.4
Comp. Prog. A	9844-12900	10992-13728	
Comp. Sys. Analyst A	13270-17456	13128-17150	
Comp. Prog. B	14464-18935	12528-15675	
IP Mgr. B	20171-26322	18700-23400	
	14447-18903	13837-17488	-4.4/-8.0
Highway Eng. Tr.	11691-15248	12000-14328	
Highway Res. Eng. A	15874-20977	14328-18700	
Hyd. Loc. & Design Eng.	20163-26656	20500-26800	
	15909-20960	15609-19943	-1.9/-5.1
Inspection Officer	8868-11442	8040-10512	
Pr. Superintendent	10259-13426	9168-12000	
	9564-12434	8604-11256	-11.1/-10.5
Role & Pro. Off.	10359-13481	9600-13128	
Tr. & Pro. Off.			
Chief A	12908-16837	10032-13728	
Lab. Counselor B	10441-13687	10512-14328	
Technical Soc. Wkr. A	11278-14797	10032-10992	
	11247-14701	10044-13044	-11.9/-12.7
b. Spec. A	9700-12712	9168-12000	
b. Spec. B	12769-16772	10512-13728	
g. Gen. Duty Nurse	9632-12487	9600-11472	
g. Head Nurse A	11519-15092	10032-12000	
Public Hlth. Nurse A	10310-13521	8784-11472	
Public Hlth. Nurse Dir.	17668-23282	15675-21400	
Physical Therapist	10319-13484	9600-12528	
Phys. Ther. Supv.	11934-15664	10992-14328	
Phys. Ther. Director	13508-17663	12000-15675	
Sanitarian A	9944-12987	8784-12000	
Sanitarian B	11523-15178	9600-13128	
Sanitation Eng. Supv.	16889-22282	17150-22400	
	12152-15927	10991-14344	-10.5/-11.0
State Warden B	9632-12437	9168-11472	
State Warden C	11864-15432	10032-12528	
State Law Enforcement			
Chief	20733-26799	16400-21400	
	14076-18223	11867-15133	-18.6/-20.4

Attachment 6

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

	<u>Hourly State Salary</u>		<u>Charlottes- ville</u>	<u>Staunton Waynesboro</u>	<u>Richmond</u>	<u>Petersburg</u>	<u>Newport News Hampton</u>	<u>Chesapeake Va. Beach Portsmouth Norfolk</u>	<u>Roanoke</u>	
Highway Maintenance Helper	2.48-2.83	Laborer	2.69-3.19	3.49-3.81	3.80-4.35	3.80-3.99	2.77-3.30	3.13-3.61	2.88-3.71	3.44-3.68
Welder A	3.69-4.82	Welder	3.40-4.06	4.49-4.74	4.70-6.07	5.49-6.16	5.51-6.42	4.51-5.30	3.99-4.46	4.38-4.63
Electrician	4.04-4.82	Maint. Electrician	4.06-5.26	6.09-6.22	5.86-6.12	6.44-6.92	6.20-7.07	5.28-5.78	4.56-5.57	4.91-5.14
Painter	3.87-4.62	Spray Painter	3.23-3.94	3.09-3.40	3.77-5.09	5.15-6.13	4.09-5.06	3.96-5.15	2.92-3.88	3.19-3.84
Custodial Worker	2.37-2.83	Janitor	2.89-3.23	3.88-3.94	4.18-4.37	4.40-4.46	2.60-2.85	3.56-4.00	2.77-3.24	3.39-3.62
Forklift Operator	3.53-4.22	Forklift Operator	3.03-3.54	4.21-4.88	4.62-4.80	4.06-4.34	2.95-3.99	3.54-3.97	3.30-4.08	4.10-4.15

COLLEGE PLACEMENT COUNCIL AND AMERICAN MANAGEMENT ASSOCIATION DATA
NATIONWIDE AVERAGE HIRING RATES

Occupational Group	College Placement Council	<u>AMA</u>	<u>State</u>	<u>%Deviation</u>
Engineering	13296	13200	12000	-10.4
Accounting	12216	11400	10032	-17.0
Social Sciences	9840	10500	8784	-15.7

STATEWIDE SALARY SURVEY FRINGE BENEFITS - NOVEMBER, 1976

Vacation

Commonwealth of Virginia		Survey Participants		
Length of Employment	Number of Days of Vacation	Low	Mode	High
1- 5 years	12	10	10	19
5-10 years	15	12	15	22
10 or more	18	15	20	35

Sick Leave

Commonwealth of Virginia		Survey Participants		
	Number of Days Per Year			
	15	5	12	25

Medical Plan

	Commonwealth of Virginia		Participants		% <u>Yes</u>
	Yes	No	Yes	No	
Major Medical	X		42	3	93.3
Dental Care		X	8	34	19.0
No Cost Employee Coverage	X		26	16	61.9
No Cost Dependent Coverage		X	11	31	26.1

Holidays

Commonwealth of Virginia		Survey Participants							
11	# of Holidays	6	7	8	9	10	11	12	13
	# of Participants	3	8	5	9	11	4	1	1
	% of Participants	7%	10%	12%	21%	26%	10%	2%	2%
		Low	Mode	High					
		6	10	13					

Life Insurance

Commonwealth of Virginia	Survey Participants					
Salary x 2	Salary Multiplier	Flat Rate				Other Formula
	% of Participants	16%	31%	7%	16%	4% 4% 22%
Commonwealth of Virginia	100% Employee Contribution	9 %				
has a combination	100% Employer Contribution	38%				
contribution plan	Combination Contribution	53%				

Retirement Plan

Percentage of Participants having:

A retirement plan other than Social Security	9 %
Retirement plans that require employee contribution	26%
Retirement plans that require no employee contribution	74%

Benefits Cost

Average cost of foregoing benefits expressed as % of payroll:

Participant Average	24.9 %
Commonwealth of Virginia	22.2%

COMMONWEALTH OF VIRGINIA
SUMMARY OF SALARY SURVEY RESULTS, NOVEMBER, 1976

NORTHERN VIRGINIA SUPPLEMENT

Virginia Occupational Groups	<u>Percentage Comparison of Current State Ranges with Survey Participants</u>				Percentage Deviation between No. Va. State Ranges and Survey Participants
	No. Va. Business Firms	No. Va. Hospitals	No. Va. Local Governments	No. Va. Data from VEC Survey of Manufacturers	
Clerical	-5.7/-14.3		-5.3/-17.1		-5.5/-15.7
ADP	+3.3/-11.2		-2.3/-9.0		+3.3/-10.0
Professional Health		-1.9/-8.4	+5.8/-6.6		+2.5/-7.4
Non-Prof. Health		-9.0/-13.3	+2.0/-9.6		-3.4/-11.4
Law Enforcement			-13.8/-12.3		-13.8/-12.3
Labor-Trades	+3.5/-7.7	-12.7/-21.6	-11.5/-21.2	-7.9/-4.9	-7.3/-13.7

Attachment 9.1

NORTHERN VIRGINIA SUPPLEMENT - PRIVATE BUSINESS FIRMS

VIRGINIA CLASS TITLE	A	B	C	PARTICIPANT AVERAGE	STATE NORTHERN VIRGINIA SALARY	% DEVIATION
Clerk-Typist B - 1	6032- 8424	6452- 8686	7488-10816			
Clerk-Stenographer B	7800-11502	7630-10586	7618-11336			
Clerk-Stenographer C	8200-12300	8415-11359				
Clerk-Stenographer D		9288-13092	11650-14550			
Clerk B	6032- 8424	6055- 8185	7488-10842			
Clerk C		7830-10586	7618-11336			
Data Entry Operator A	6097- 9918		7488-10842	7939-11035	7512- 9656	-5.7/-14.3
Computer Operator A	9396-13823		7618-11336			
Duplicating Machine Operator A	7099- 9918	7830-10856	7488-10842	7650-11480	7908-10320	+3.3/-11.2
Custodial Worker	5533- 7830	5721- 7705	7779- 9828			
Motor Vehicle Operator A	7099- 9918	6870- 8686				
Carpenter	7746-11275	7830-10586				
Electrician	8623-12737	8415-11359		7421-10255	7694- 9523	+3.5/-7.7

NORTHERN VIRGINIA/VEC DATA

Virginia Class Title	State Hourly Salary	VEC Title	Alexandria-Seven Corners
Highway Maint. Helper	3.23-3.87	Laborer	3.30-4.60
Welder A	4.04-5.28	Welder	4.72-5.70
Electrician	4.41-5.28	Maint. Electrician	5.49-6.11
Painter	4.22-5.05	Spray Painter	4.20-4.85
Custodial Worker	2.95-3.53	Janitor	2.89-3.55
Forklift Operator	3.87-4.62	Forklift Operator	3.95-4.22

NORTHERN VIRGINIA LOCAL GOVERNMENTS

VIRGINIA CLASS TITLE	TOWN OF VIENNA	FAIRFAX COUNTY	ARLINGTON COUNTY	FALLS CHURCH	ALEXANDRIA	PARTICIPANT AVERAGE	STATE AVERAGE	DEVIATION
Clerk-Typist B	6545- 9450	7026- 9886	7994-11134	7044-10128	6924- 9738			
Clerk-Stenographer C	8234-11889	9620-14213	8648-12111	8052-11652	8014-11271			
Clerk-Stenographer D	9450-13645	10543-15576	10219-14333	8832-12792	8834-12425			
Computer Operator A	8621-12488	9215-12966	10189-13584	8472-11652	8414-11834	<u>8399-12016</u>	<u>7976-10256</u>	<u>-5 3/-17.1</u>
Carpenter	9450-13645	10926-14912	10493-12864		8008-10233	8982-12505	8784-11472	-2.3/-9.0
Electrician	9450-13645	11425-15584	11373-13988		9193-11897			
Custodial Worker	6853-9894	7116- 9582	7718- 9322	7044-10128	7259- 9193			
Highway Equipment Mechanic A	9026-13033	10454-14239	10493-12864	9684-14052	10233-13353			
Highway Equipment Operator A	7864-11356	8411-11425	8973-11373	7692-11112	8569-11024			
Highway Equipment Operator B		9159-12471	10085-12342	8052-11652	9526-12355			
Highway Construction Inspector		11044-16316	10689-14250	12216-17772	10735-15101			
State Police Trooper	11356-16397	11971-17687	13058-16669	11820-17208	11649-16256	<u>9419-12735</u>	<u>8441-10509</u>	<u>-11.5/-21.2</u>
Laboratory Specialist A		10042-14837	11109-14849		10735-15101	11971-16843	10512-15000	<u>-13.8/-12.3</u>
MH General Duty Nurse Degree		11044-16316	11109-14849					
MH Staff Physician		26949-37921	27164-36362					
Occupational Therapist		11572-17098	11109-14849		11834-16648			
Psychologist B MA		15266-22556	14849-19857			15065-21012	15995-19711	+5.8/-6.6
Training Center Dev. Aide		7009-10356	8028-10689			7519-10523	7680- 9600	+2.0/-9.6

Attachment 9.4

SALARY SURVEY OF NORTHERN VIRGINIA HOSPITALS - NOVEMBER, 1976

VIRGINIA CLASS TITLE	A	B	C	D	PARTICIPANT AVERAGE	STATE NORTHERN VIRGINIA AVERAGE	%DEVIATIO
Licensed Practical Nurse A	8373- 9918	8081-10649		7579-10586	8011-10384	7344- 9168	-9.0/-13.1
Registered General Duty Nurse (Diploma)	11797-13885	10691-14094	10649-13843	10461-14637			
Physical Therapist (Institutional)	11860-16621	11860-15639	11505-14950	11296-15806			
Pharmacist	16955-23761	18709-21298	15660-30358				
Radiology Technician A	10273-14449	10169-13426	9647-12549				
Laboratory Specialist A	11025-15451	10565-14491		9480-13321			
Hospital Dietitian A	11860-16621	11860-15639	11505-14950				
Anesthetist	18249-25515	16140-21298		12716-17727			
Respiratory Therapist A	11025-15451		10649-13843	7308-10315	12141-16253	11916-14998	-1.9/-8.4
Food Service Aide A	7308- 7517		6703- 8707	6264- 8770			
Custodial Worker	7308- 7517	6932- 9145	6703- 8707	5805- 8143			
Carpenter	11025-15451	10983-14491	10022-13029	6890- 9730	7725- 9961	6856- 8192	-12.7/-21.1

List of Survey Participants (63)

Virginia Electric and Power Company	Chesapeake and Potomac Telephone Co.	Life Insurance Company of Virginia
Miller and Rhoads Department Store	Johns Hopkins Medical Center	Travelers Insurance Company
Reynolds Metals Company	Southern States Cooperative	Federal Reserve Bank of Richmond
Western Electric Company	Philip 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	Duke University Medical Center
Stuart Circle Hospital	Atlantic Research Corporation	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
College Placement Council	University of Kentucky Medical Center	University of North Carolina Medical Center
University of West Virginia Medical Center	University of South Carolina Medical Center	United States Civil Service Commission
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	American Management Association

Estimated Additional Cost to General Fund

	FY 77-78
One Step Increase for all classes	18,191,000
Additional one step increase at the maximum	
Clerical Group	629,451
ADP Group	276,880
Corrections Group	604,180
Additional two step increase at the minimum and maximum	
Labor-Trades Group	<u>3,711,541</u>
Total Additional Cost for 77-78 Budget (General Fund)	23,413,052