

**REPORT OF THE
STATE COMPENSATION BOARD
TO
THE GOVERNOR
AND
THE GENERAL ASSEMBLY OF VIRGINIA**



House Document No. 3

**COMMONWEALTH OF VIRGINIA
Department of Purchases and Supply
Richmond
1977**

STATE COMPENSATION BOARD

REPORT TO THE GOVERNOR AND THE GENERAL ASSEMBLY

"Feasibility and Desirability of Enacting Legislation Establishing a Position Classification Plan for Law Enforcement Officers Whose Salary is Derived in Whole or in Part From State Funds"

BACKGROUND STATEMENT

The General Assembly, in 1975, passed House Joint Resolution No. 215 (attached). This resolution directed the State Compensation Board, with the assistance of the Division of Personnel, and all other agencies of the State cooperating, to make a careful and complete study of the above subject. For purposes of this study the Compensation Board assumed that the "position classification plan" included the concept of a compensation plan. Thus, the position "Deputy Sheriff", because of differences in job duties, might have different compensation which would be dependent upon his job duties, such as Law Enforcement Deputy, Correctional Officer, or Courtroom Security Officer, notwithstanding action of the General Assembly, hereinafter set forth, making the compensation for such employees the same.

FINDINGS

After a careful and complete study the State Compensation Board recommends that no legislation establishing a Statewide position classification

plan for such law enforcement officers be enacted. Because of this recommendation no draft legislation is attached to this report.

During the time of this study the Compensation Board received full cooperation and assistance of the Department of Personnel and Training and all other State and local agencies. In support of the Board recommendation the following information is significant:

Important legislation has been passed in recent years directly relating to local law enforcement responsibilities. The 1973 General Assembly established effective July 1, 1974, a statutory salary range for deputy sheriffs of \$8,040 to \$12,000 per year. The 1974 General Assembly passed legislation effective February, 1975, to include in this pay plan local correctional officers. Additionally, the 1975 General Assembly enacted legislation effective July 1, 1976, to include courtroom security officers under the same pay plan. Thus, the General Assembly, in three years, effectively established a general statutory classification and pay plan for local law enforcement.

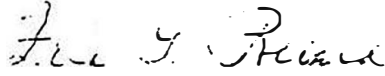
Within the above general classification plan, the Compensation Board approves, upon request, the necessary supervisory ranking in each office. In larger offices the ranks of Major, Captain, Lieutenant, and Sergeant

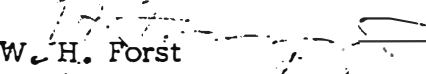
are common. Smaller offices operate generally with Sheriff, Chief Deputy Sheriff, and Chief Jailor classifications. Officers in the higher ranks quite often exceed the \$12,000 salary set up in the statute. The extent of this "rank" system depends upon the population, jurisdiction, and needs of various Sheriff's Departments. The system is flexible and is responsive to the needs of local government.

Currently, the Board deals with Sheriffs' Departments of various sizes. The largest Sheriff's office has 170 deputies and the smallest has 0 deputies. We deal with some Sheriffs' offices that have law enforcement, courtroom security and jails; some have law enforcement only and some have jails only. With the various duties and various sizes and diversity, it would be our desire not to have any hard and fast State-wide position classification plan. With all those variables, the present system is flexible.

The present law and policy of the Board offers a great deal of flexibility to local government constitutional officers and to the Compensation Board. It allows the Board at a time when law enforcement responsibilities are constantly changing to be flexible enough to meet the compensation needs of local government within the appropriations made available. For

this reason the Board feels that with the current legislation, the established classification guidelines mentioned above, and the flexibility of working within local pay plans, at this time no legislation on this subject is desirable. The Board feels that such legislation would necessarily restrict the flexibility that is needed in this time when law enforcement requirements are dramatically changing from day to day.


Fred G. Pollard, Chairman


W. H. Forst


Charles K. Tribble

October 25, 1976

Attachment

ENGROSSED

1 HOUSE JOINT RESOLUTION NO. 215
2 House Amendments in □ —February 6, 1975

3 *Directing the State Compensation Board, with the assistance of the Division of Personnel,*
4 *to make a study of the feasibility and desirability of enacting legislation establishing*
5 *a position classification plan for law-enforcement officers whose salary is derived in*
6 *whole or in part from State funds.*

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8 Patrons—Anderson, Parker, Philpott and Morrison

9

10 Referred to the Committee on Rules

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12 WHEREAS, if law-enforcement agencies are to attract and
13 retain qualified personnel, such agencies must maintain effective
14 personnel administration policies; and

15 WHEREAS, a sound position classification system is of
16 paramount importance to effective personnel administration; and

17 WHEREAS, law-enforcement agencies have generally failed to
18 utilize the procedures developed in private industry to establish
19 classification plans providing for compensation which is directly
20 proportional to the duties and responsibilities of each officer; and

21 WHEREAS, the State Compensation Board has in the past been
22 handicapped in fixing salaries for sheriffs and personnel within their
23 departments by the absence of a position classification plan; now,
24 therefore, be it

25 RESOLVED by the House of Delegates, the Senate of Virginia
26 concurring, That the State Compensation Board, with the assistance
27 of the Division of Personnel, shall make a careful and complete
28 study of the feasibility and desirability of enacting legislation
29 establishing a position classification plan for law-enforcement
30 officers whose compensation is derived in whole or in part from
31 State funds. Such plan should group officers according to duties,
32 authority, responsibilities, and such other factors as are deemed
33 relevant and provide for commensurate compensation. If the study
34 concludes that legislation is advisable and feasible, the State
35 Compensation Board shall recommend the necessary legislation. All
36 agencies of the State shall assist the State Compensation Board and
37 the Division of Personnel in this undertaking. The Compensation

1 Board shall complete its study and report to the Governor and
2 General Assembly no later than [~~November~~ October] one, nineteen
3 hundred seventy- [^{six} ~~six~~ five] .

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Official Use by Clerks

31	Official Use by Clerks	
32	Agreed to By The House of Delegates	Agreed to By The Senate
33	with	with
34	without amendment	without amendment
35	Date:	Date:
36	
37	<u>Clerk of the House of Delegates</u>	Clerk of the Senate

