

**REPORT ON
SALARY SURVEY
TO
THE GOVERNOR
AND
THE GENERAL ASSEMBLY OF VIRGINIA**



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Department of Purchases & Supply
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Commonwealth of Virginia

Report on Salary Survey
November 1977

Department of Personnel and Training

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Commonwealth of Virginia
Department of Personnel and Training
Report on Salary Survey: November, 1977

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.

This survey is the fourth that has been printed and disseminated to the Governor and the members of General Assembly. It is important to note that this survey is but one of a number of salary surveys that are performed by the Department of Personnel and Training (DPT) in an on-going effort to maintain up-to-date salary information on classes comparable to those in State service. In addition DPT participates in a large number of other surveys, the results of which are made available to us. These surveys make up a significant base of information that allows DPT to make specific salary recommendations throughout the year on an as-needed basis for the approximately 2800 classes in State service. The purpose of the attached survey is to determine generally the competitiveness of the Commonwealth's salary and fringe benefit practices. Methodology involves distributing salary survey forms to participants, follow up on-site visits to check comparisons, data analysis, and finally compilation into the format that is attached.

The survey consists of data collected from sixty 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 survey group exceeds the State salary range by 4.6% at the minimum and 4.7% at the maximum. The various attachments show the specific salary data obtained.

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, this data is handled separately. Also, because the data from the College Placement Council and the American Management Association is nationwide in its scope and focused only 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.

In this survey as in any salary survey the key issue is job comparability. Because of the types of services performed in State government it is not possible to find appropriate private sector comparisons for all classes of positions. For this reason some data has been included from other State and local governments.

Of major importance when reviewing the summary results shown in Attachments 1 and 9 is the timetable under which the data has been collected and by which any changes would be effective. All salary data shown is that which was in effect November 1977 unless the survey participant had indicated that a change had been decided upon and would be effected in the near future. Many survey participants do not implement changes on as specific a schedule as do we and consequently many changes will occur between November 1977 and July 1978 that could further depreciate our competitive position. Even those participants whose general scale revision schedule is the same as ours generally do not start their labor market determinations as early as we do. Another important factor impinging on our timetable is the effect of the salary adjustments at the Federal government level. Specifically, the ripple effect of the Federal government's October 1st 7.1% increase cannot be measured by our November salary data. Also, the increase in the minimum wage January 1 will have an escalating effect on salaries in general in the private sector. All of these facts are cited to provide a perspective from which the attached data should be viewed. The salary data has been adjusted to reflect the increases the Governor has approved to be effective January 1, 1978. It is worthwhile to note that in spite of these facts, the total deviations shown in Attachment 1 indicate that the Commonwealth is ahead of its competition in only 3 of the 28 deviations.

Analysis

Based upon the overall total (Attachment 1), four of the fourteen occupational groups shown have deviations that indicate that more than one salary step in the State compensation plan will be required to place the Commonwealth in a competitive position. Specifically, these are the Clerical, Accounting/Auditing, Professional ADP, and non-professional health groups.

The Northern Virginia Supplement (Attachment 9) indicates that three of the eight occupational groups call for an increase of greater than one step.

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, 1978 when any increases approved by the General Assembly would be expected to take effect.

Our specific recommendations are outlined below:

Occupational Group	Amount of Step Increase	
	Minimum	Maximum
All Classes	1	1
	Additional Increases	
Clerical	0	1
Accounting/Auditing	1	1
Professional ADP	0	1
Non-professional Health	0	1

Northern Virginia Only

Additional Increases

Technical ADP	0	1
Law Enforcement	1	0

Although data is collected on fringe benefits, a direct comparison is practically impossible since pension plans involve a plethora of variables concerning contribution formulas, vesting provisions, and disability benefits. A similar variation occurs when health plans are compared.

For these reasons the only feasible means of comparison generally accepted is to compare percentage of payroll over and above salary represented by the fringe benefit package. Such a comparison is shown in Attachment 8.1.

Certain general conclusions are apparent from survey results as follow:

The large majority, 93% of survey participants, in the private sector pay all or a percentage of the cost of family coverage for health insurance; the total cost is borne by 63%.

In the private sector the larger part of the cost of pension plans is borne by the employer. The majority of private pension plans are 100 % employer contributed. In fact two-thirds of the participants in our survey have such a plan.

Sick leave plans provide fewer benefits in the private sector than public.

Vacation and holiday plans appear slightly more liberal in the public sector.

The private sector provides a variety of profit sharing, bonus, employee discount, and stock option plans that have no counterpart in the public sector.

In summary the total benefit package of the State appears to be less costly to the State than the prevailing plans in the private sector.

A cost breakdown of the benefit package in other states is not available at this time. Of passing interest is a report recently published by the State of North Carolina which computes the cost of fringe benefits at 32.34% of payroll. The difference between this and the 26.39 % cost in Virginia is primarily the difference in State contribution to retirement which is 9.12% in North Carolina compared to 2.16% in Virginia.

CONCLUSION

Management of the Commonwealth's compensation plan is a balance of the elements of labor market competition, internal consistency, and funding resources. The recommendations presented herein represent the Department of Personnel and Training's analysis and assessment of the former two elements. If Virginia is to continue to provide the level of service that has become its present high standard, we must be in a competitive position to attract and retain high caliber employees.

It is expected that implementation of these recommendations will allow the Commonwealth to attain the goal expressed in the beginning of this report.

Commonwealth of Virginia
 Summary of Salary Survey Results - November 1977
Percentage Comparison of Current State Ranges with Survey Participants, Min./Max.

	Statewide Business Firms	Southeastern Teaching Hospitals	Virginia Hospitals	Virginia Local Governments	Other State Governments	VEC Survey of Virginia Manufacturers	CPC and AMA Hiring Rates	TOTAL Percentage Deviation Between State Ranges and Survey Participants
Clerical	-5.5/-12.0			+1.5/+ .6				-5.5/-12.0
Accounting and Auditing	-9.0/-15.4			- 6.6/- 5.3	- 8.1/- 6.0		-18.3	-8.5/- 9.7
Technical ADP	+4.4/- 4.9			+ 9.7/+ 4.5				+4.4/- 4.9
Professional ADP	+6.5/-10.5			+13.4/+ 6.4	- 1.9/- 6.2			-2.0/- 8.3
Engineering				- 2.2/-11.0	- 2.6/- 6.2		-13.2	-2.6/- 6.2
Nursing		-4.5/- 6.8	+3.0/+4.8		- 5.1/-10.1			-2.4/- 4.4
Professional Health		-3.5/- 8.7	+ .2/+ .8		-12.1/-10.8			-5.2/- 6.3
Environmental Control					- 2.0/- 4.2			-2.0/- 4.2
Law Enforcement				+ 9.3/+12.1	.4/+ 3.9			- .4/+ 3.9
Labor	-5.0/-13.1	-2.4/- 8.9	+7.4/+3.7	+ 3.2/- 7.0		-16.6/-10.7		-4.8/- 7.6
Trades	-3.8/-22.4	+2.5/- 7.1	+7.9/+ .3	+ 3.8/-10.3		- 8.6/- 2.6		- .3/- 7.9
Social Services				+ 2.6/+ 1.8	-14.2/-15.2		-17.6	-6.0/- 6.8
Corrections				+ 4.3/- 4.6	- 9.5/- 8.3			-2.6/- 6.5
Non-Professional Health		-6.6/-15.2	+2.9/-1.6					-1.8/- 8.4

STATEWIDE BUSINESS FIRMS

CLASS	A	B	C	D	E	F	G
Clerk-Typist	5369- 7254	5980- 8840	5700- 8604	6600- 9840	5220- 7260	6786- 9698	5760- 7560
Clerk-Stenographer	6045- 8151		6360- 9756	7860-11820	6240- 8760	6864-11648	6600- 8820
Secretary	6669- 9009	7280-10920	-10428	8340-12540	6540- 9780		6900- 9300
Administrative Secretary	8112-11362	7904-11960	-11964	8880-13320	7980-11940	11400-14250	8280-11460
Clerk	6045- 8151	5200- 7540	5160- 9756	6600- 9840	5220- 7260	6786- 9698	5280- 6840
Senior Clerk	6669- 9009	5460- 8320	-11172	7380-11100	6240- 8760	6812-11206	
Bookkeeper	7267-10179	5824-8840		8340-12540	4980- 6480		7200- 9840
Senior Bookkeeper	8112-11362			8880-13320	7200-10800		7560-10320
Accountant	10101-14144		11040-15504	11700-18720	10860-16260		11040-17100
Internal Auditor	13520-20293		17300-19250		10140-15180		11580-17940
Data Entry Operator	7267-10179	6760- 8840	6300- 8112	7380-11100	6240- 8760	6812-11206	6600- 8820
Computer Operator	8112-11362		7968-12828	8340-12540	7980-11940	6864-11648	7560-10320
Computer Programmer	11297-15821		11300-14150	11700-18720	9480-14280		9060-14040
Computer Systems Analyst	13520-20293		13500-19000	11700-18720	9480-14280		10020-15480
Duplicating Machine Operator			5400- 7656	7860-11820		6760-11206	6300- 8400
Custodial Worker	5590- 7553		5160- 8112	-10745	4800- 6240	7566-9984	
Motor Vehicle Operator	6045- 8151		8299-10130		6240- 8700		6300- 8400
Maintenance Carpenter				-15756	7980-11940		
Maintenance Electrician	10101-14144		10650-16619	-15756			

STATEWIDE BUSINESS FIRMS

CLASS	H		J	K	L	M	N
Clerk-Typist	8340-10632	5012- 5265	5280- 7320	5196- 7788	6720- 8340	5148- 8268	10296-13536
Clerk-Stenographer			5640- 7920	5724- 8580	7500- 9300	5356- 9048	10608-14556
Secretary	9744-12408	6767- 7313	6000- 9600	6960-10440	8340-10320	5928- 9932	11160-15816
Administrative Secretary	8340-10632	7750-10000	7320-10800	7680-11520	9300-11520	6500-10920	12444-16908
Clerk		4485- 6777	4980- 7320	5196- 7788	5400- 7500	5138- 8268	9996-13212
Senior Clerk		5109- 6533	5640- 8640	5724- 8580	9300-11520		11400-15516
Bookkeeper	9744-12408	5663- 7742		6012- 9012		5928- 9932	11664-15816
Senior Bookkeeper	11592-14760			8472-12696	11520-14220		12876-17184
Accountant	14100-20460	8000-10000			12780-15840		14640-36024
Internal Auditor		12000-16400		12369-18553	15840-19620		
Data Entry Operator	8340-10632	5363- 7703	5950- 9200	6312- 9480		5928- 9932	
Computer Operator	9744-14760	6600- 9500	7500- 9200	8064-12096	9300-11520	5928- 9932	11664-15816
Computer Programmer	17940-26460	9700-13900	9100-11500	11455-17183			
Computer Systems Analyst		15300-22100		15686-23530			14640-32256
Duplicating Machine Operator	8340-10632	4875- 6396					
Custodial Worker		4485- 5655		4800- 7200	8798-10483	-12730	9996-12876
Motor Vehicle Operator		7020- 9360		5724- 8580			
Maintenance Carpenter		7800-11778			11794-14352		
Maintenance Electrician	13936-16390	9750-12675	-14900		11794-14352		11940-16548

STATEWIDE BUSINESS FIRMS

Attachment 2
(cont'd)

CLASS	O	Q	R	S	A-S Partici- pant Average	State Range
Clerk-Typist	6396- 7998	6588- 8568	6448- 8632	6720- 8216	6309- 8534	5880- 8040
Clerk-Stenographer	6906- 8632	8016-10872	6906- 9131	7904- 9963	6969- 9797	6720- 8400
Secretary	11835-14799	8016-10872	7800-10587	8840-11211	7945-10899	7344- 9600
Administrative Secretary	12144-17604	9000-12084	8778-11357	9630-12251	8908-12325	8400-10992
Clerk	9401-11752	6588- 8568	5678- 7488	7010- 8632	6128- 8611	5880- 7680
Senior Clerk	10972-13707	7248- 9660	6448- 8632	8216-10421	7330-10185	7032- 9168
Bookkeeper	10972-13707		7301- 9942	9630-10421	7733-10528	7032- 9168
Senior Bookkeeper	12792-15985		8944-12272		9795-13292	8400-10992
Accountant					11585-18228	10992-15000
Internal Auditor					13250-18177	13128-17900
Data Entry Operator	8445-15070	7248- 9660	6448- 8632	7426- 9194	6801- 9783	7032- 9168
Computer Operator		9000-12084	9568-13229	8840-11211	8315-11874	8784-11472
Computer Programmer				10400-15600	11143-16165	12000-15000
Computer Systems Analyst	14280-20700			16500-14700	13463-21106	14328-18700
Duplicating Machine Operator	8694-10878	8016-10872	8278-11357	7904- 9901	7243- 9912	7032- 9600
Custodial Worker	8570- 9651		5886- 7259	6822- 7821	6588- 8947	5600- 6720
Motor Vehicle Operator	-11336		6053- 8070		6526- 9091	6720- 8400
Maintenance Carpenter			9610-12272		9296-13227	9168-10992
Maintenance Electrician		8016-10872	9610-12272	9859-12584	10628-14283	9600-11472

SALARY SURVEY OF VIRGINIA HOSPITALS OUTSIDE RICHMOND AREA - (1977)

VIRGINIA CLASS TITLE	A	B	C	D	E	F
Licensed Practical Nurse	6900- 9288	7417- 9104	7613- 9568	7051- 8382	6656- 8403	7451- 9520
Hospital Attendant A	5196- 6780	6627- 8106	5866- 7384	5616- 6531	5616- 7176	6263- 7290
Registered General Duty Nurse Diploma	9360-11688	9872-12203	9568-12189	9422-11502	10192-12854	9790-12511
Physical Therapist (Institutional)	9360-11688	10516-13017	10234-13063	11211-13458		10317-13075
Pharmacist	10556-14028		14706-18866	16536-19864		17484-18009
Radiation Technician A	7584-10056	8318-10244	8050-10234	7488- 8819	8341-10608	8212-10583
Laboratory Specialist A	9600-12264	10516-13017	9901-12522	9422-11253	10400-13104	10687-13447
Hospital Dietitian A	9600-12264					
Anesthetist	14028-21048	14389-17907	14061-17992	15621-18699		12834-16280
Respiratory Therapist A	10560-12264	9872-12203		9422-11253		9791-12511
Food Service Aide A	5004- 6252	5824- 7020	5533- 6843		5512- 7072	5928- 6906
Custodial Worker	5004- 6252	5824- 7020	5533- 6843	4992- 5824	5512- 7072	6032- 7014
Carpenter	8424-10872	8318-10244	8590-10774	7946- 9360	7904-10005	9791-12511
Electrician	9360-11688	8780-10824	10566-13395	7946- 9360	8341-10608	10317-13075

SALARY SURVEY OF VIRGINIA HOSPITALS OUTSIDE RICHMOND AREA - (1977)

VIRGINIA CLASS TITLE	G	H	PARTICIPANT AVERAGE	STATE RANGE
Licensed Practical Nurse	7155- 8873	7010- 9173	7157- 9039	7032- 9168
Hospital Attendant A	5487- 6552	5408- 7426	5760- 7156	5640- 6720
Registered General Duty Nurse Diploma	9562-11856	9381-12210	9643-12127	10032-13128
Physical Therapist (Institutional)	10292-12763	10691-13645	10374-12958	10032-13128
Pharmacist	17254-21393	17576-22422	15685-19097	15000-18700
Radiation Technician A	8643-10716	7717- 9818	8044-10135	8040-10512
Laboratory Specialist A	10292-12763	9381-11981	10025-12544	9600-12528
Hospital Dietitian A	11567-14342		10584-13303	9168-12000
Anesthetist			14187-18385	15675-19600
Respiratory Therapist A	10292-12763	10254-13104	10032-12350	10032-12528
Food Service Aide A	5117- 6182	5408- 6906	5475- 6740	5640- 6720
Custodial Worker	5117- 6182	5408- 7155	5428- 6670	5640- 6720
Carpenter	9709-12041	8528-10878	8651-10836	9168-10992
Electrician	9709-12041	9818-12542	9355-11692	9600-11472

SALARY SURVEY OF HOSPITALS THROUGHOUT THE SOUTHEASTERN UNITED STATES - (1977)

VIRGINIA CLASS TITLE	A	B	C	D	E	F
Licensed Practical Nurse	7116-10056	7476- 9708	7433- 9605	7530-10171	9984-12480	6748- 8654
Hospital Attendant A	5544- 7860	6060- 7812	6452- 8268	5554- 7238	7425- 8527	5702- 7700
Registered General Duty Nurse Diploma	10356-14904	10596-13884	9584-12591	10629-14373	12000-16000	10084-13923
Physical Therapist (Institutional)	11652-16452	12108-15888	11275-14971	11606-15662	12000-16000	10084-13923
Pharmacist	15660-22080	15888-21120	15117-20337	14498-21008	16400-22600	12515-17422
Radiation Technician A	8676-12240	9708-12660	8623-11275	8965-12085	10608-13208	8154-11267
Laboratory Specialist A	10056-14184	9708-12660	10166-13321	8965-12085	12000-16000	10084-13923
Hospital Dietitian A	10056-14184	11064-14520	10670-14115	10629-14373	12000-16000	
Anesthetist		15888-21120	15117-20331	16494-23005	16400-22600	14737-19671
Respiratory Therapist A	8676-12240	10596-13884	9584-12591	9755-13166	11336-14144	9038-11902
Food Service Aide A	5280- 7476	5820- 7476	5220- 6577	5200- 6677	7300- 8112	5157- 6723
Custodial Worker	6444- 9120	5820- 7476	6452- 8268	5200- 6677	7300- 8112	5157- 6723
Carpenter	9120-12852	8904-11580	9584-12591	8216-11086	9152-10171	8154-11267
Electrician	9120-12852	9300-12108	10106-13321	9755-13166	10774-11980	8608-11902

SALARY SURVEY OF HOSPITALS THROUGHOUT THE SOUTHEASTERN UNITED STATES - (1977)

VIRGINIA CLASS TITLE	G	H		PARTICIPANT AVERAGE	STATE RANGE
Licensed Practical Nurse	6822-	6843- 8590	7155- 9402	7456- 9833	7032- 9168
Hospital Attendant A	5429-	6115- 6843	5845- 7696	6014- 7743	5610- 6720
Registered General Duty Nurse Diploma	9131-	10600-13200	10400-13000	10376-13984	10032-13128
Physical Therapist (Institutional)	10296-	10820-13690	10862-	11189-15227	10032-13128
Pharmacist	15870-	14150-17930	16663-16977	15195-19934	15000-18700
Radiation Technician A	8424-	8590-10870	9194-10837	8994-11805	8040-10512
Laboratory Specialist A	8861-	10500-13280	10691-12314	10115-13471	9600-12528
Hospital Dietitian A	9298-	10500-13280	10800-13300	10627-12196	9168-12000
Anesthetist	17077-	20000-24500	17334-22384	14381-21944	15675-19600
Respiratory Therapist A	9298-	10400-12370	9402-	9787-13014	10032-12528
Food Service Aide A	5429-	5886- 6594	5491- 7218	5643- 7107	5640- 6720
Custodial Worker	5429-	5886- 6594	5491- 7218	5909- 7524	5640- 6720
Carpenter	7654-	11856-13104	7592- 9402	8915-11507	9168-10992
Electrician	8424-	13104-14352	9048-10650	9804-12541	9600-11472

SALARY SURVEY OF VIRGINIA HOSPITALS IN THE RICHMOND AREA - (1977)

VIRGINIA CLASS TITLE	A	B	C	D	E
Licensed Practical Nurse	6448- 8237	7488- 9568	6822- 8736	6656- 8965	6448- 8237
Hospital Attendant A	5054- 6448	5408- 6906	5325- 6822	5158- 6885	5054- 6136
Registered General Duty Nurse Diploma	9547-12168	9776-12501	9901-12688	9256-14248	9526-12168
Physical Therapist (Institutional)	9547-12168	10192-13021	10151-13000	9610-12854	
Pharmacist	14768-18845	15080-19240	15455-19802	15163-20280	14768-18845
Radiation Technician A	7842-10005	8320-10608	8320-10671	7904-10587	7842-10005
Laboratory Specialist A	8653-11024	9464-12085	9901-12688	8528-11461	8653-11024
Hospital Dietitian A	9547-12168	9776-12501	10150-13000		9090-11586
Anesthetist			16640-21320		
Respiratory Therapist A	9547-12168		10150-13000	9256-12334	
Food Service Aide A	4826- 6136	5304- 6781	5075- 6490	4909- 6573	4805- 6136
Custodial Worker	4826- 6136		5075- 6490		4805- 6136
Carpenter	7467- 9547	7800- 9984	7904-10150	8902-11918	7467- 9526
Electrician	7467- 9547	14040-17909	7904-10150	9360-12542	7467- 9526

SALARY SURVEY OF VIRGINIA HOSPITALS OF THE RICHMOND AREA - (1977)

VIRGINIA CLASS TITLE	F	PARTICIPANT AVERAGE	STATE RANGE
Licensed Practical Nurse	6240- 8736	6684- 8747	7032- 9168
Hospital Attendant A	4576- 5200	5096- 6400	5640- 6720
Registered General Duty Nurse Diploma	9152-11648	9526-12570	10032-13128
Physical Therapist (Institutional)		9875-12761	10032-13128
Pharmacist		15047-19402	15000-18700
Radiation Technician A	8320-10920	8091-10466	8040-10512
Laboratory Specialist A	8320-10920	8920-11534	9600-12528
Hospital Dietitian A		9641-12314	9168-12000
Anesthetist	14000-	15320-21320	15675-19600
Respiratory Therapist A	7488- 9568	9110-11768	10032-12528
Food Service Aide A	4576- 5200	4916- 6219	5640- 6720
Custodial Worker	4576- 5200	4821- 5991	5640- 6720
Carpenter		7908-10225	9168-10992
Electrician		9248-11935	9600-11472

VIRGINIA LOCAL GOVERNMENTS

CLASS TITLE	Richmond	Henrico Co.	Norfolk	Va. Beach	Roanoke	Lynchburg	Group Average	State Range
Clerk-Typist \B-1	5382- 6874	5530- 7327	5232- 7728	5364- 7368	5980- 7683	5226- 7280	5452- 7377	5880- 8040
Clerk-Stenographer C	7930-10166	7327- 9707	7008-10344	7056- 9696	7683- 9844	7280-10244	7381-10000	7344- 9600
Clerk-Stenographer D	8788-11206	8047-10662	8520-12576	8880-12000	8489-10842	8034-11310	8460-11433	8400-10992
Clerk C -- Bookkeeper		6671- 8838	6672- 8952	6744- 9288	8073-10335	7280-10244	7088- 9531	7032- 9168
Accountant B	11778-15002		10872-14400	12000-16680	12532-16016		11796-15525	10992-15000
Data Entry Operator A	7228- 9230	6365- 8433	6048- 9864	5880- 8088	6279- 8073	6292- 8840	6349- 8755	7032- 9168
Computer Programmer A	11778-15002		9864-14400	9696-13200	10335-13169	10244-14404	10383-14035	12000-15000
Custodial Worker	6552- 8346	5796- 7679	4992- 7368	5112- 7056	5980- 7683	4940- 6942	5562- 7512	5640- 6144
Highway Equipment Operator A	6552- 8346	6365- 8433	6360- 9348	6144- 8476	7306- 9360	5694- 8034	6404- 8666	6720- 8400
Carpenter	9672-12350	9263-12272	8112-11976	8472-11520	8489-10842	8034-11310	8674-11712	9168-10992
Electrician	10686-13624	10173-13478	9384-13800		8918-11375		9790-13069	9600-11472
State Police Trooper	10166-13624	10173-13478	8952-13200	9696-13200	9360-11934	8840-13703	9531-13190	10512-15000
Q. C. Reviewer	8346-10686	9263-12272	8520-12576			8424-11856	8638-11848	9600-13128
Rehabilitation Social Worker A	11206-14274	10172-13478	9384-13800			9308-13052	10018-13651	10032-13128
Probation & Parole Officer		10173-13478		10560-14400	10010-12844	10244-14404	10247-13782	10032-13728
Highway Engineer Trainee	12974-16510	13478-17857	12576-18240	12000-16680		10764-15080	12358-16873	12528-15000
Highway Engineer A	14274-18226	14803-19612	15120-21924	14400-20400	15236-19448	13052-18356	14481-19661	13728-17900

DATA FROM CIVIL SERVICE COMMISSION
SURVEY OF STATE GOVERNMENTS

<u>Va. Class Title</u>	<u>State Government Average</u>	<u>Virginia</u>
Audit Supervisor	15230-20151	13128-17150
Accountant C	14041-18559	13128-17900
Agency Fiscal Director	19338-25593	18700-25600
Computer Programmer A	10500-13734	12000-15000
Computer Systems Analyst A	14269-18820	14328-18700
Computer Programmer B	15366-20103	13728-17150
ADP Manager B	21576-28534	20500-25600
Highway Engineer Trainee	12438-16319	12528-15000
Highway Res. Engineer A	16706-22146	15000-19600
Highway Location and Design Engineer	21078-28036	21400-28000
Corrections Officer	9619-12427	8784-11472
Probation and Parole Officer	11102-14431	10032-13728
Probation and Parole Officer Chief A	13804-18054	10512-14328
Rehabilitation Counselor B	11111-14569	10992-15000
Clinical Social Worker A	11982-15779	10512-11472
Laboratory Specialist A	10643-13880	9600-12528
Laboratory Specialist B	13733-18109	10992-14328
Registered General Duty Nurse	10306-13430	10512-13128
Registered Head Nurse A	12298-16140	10992-13728
Physical Therapist (Institutional)	11125-14593	10032-13128
Physical Therapy Super- visor (Institutional)	12753-16817	11472-15000
Physical Therapy Director	14369-19047	12528-16400
Sanitarian A	10568-13794	9168-12528
Sanitarian B	12336-16215	10032-13728
Environmental Health Director	17280-22876	17900-24500
Game Warden B	10690-13782	10032-12528
Game Warden C	13333-17371	10992-13728
Game Law Enforcement Chief	18809-24346	17900-23400
Pollution Control Specialist A	10915-14390	11472-15000
Pollution Control Engineer B	15023-19941	15000-19600
Air Pollution Control Director	-32226	-29300
State Police Trooper	10557-14414	10512-15000

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

Virginia Class Title	Hourly State Salary	Newport News Hampton	Chesapeake Va. Beach Portsmouth Norfolk	Richmond	Petersburg	Roanoke	Radford	Charlottesville	Staunton Waynesboro
Highway Maintenance Helper	2.83-3.23	3.06-3.87	3.14-3.74	3.75-4.17	4.03-4.63	3.58-4.01	3.41-3.91	3.12-3.63	4.03-4.31
Welder A	4.22-5.52	6.08-6.79	4.94-5.69	5.08-6.41	6.00-7.26	3.89-4.63	4.00-4.98	3.85-4.46	5.06-5.38
Electrician	4.62-5.52	4.88-5.83	5.49-5.99	7.30-7.70	6.78-7.49	4.76-5.88	4.84-5.50	4.46-5.89	6.05-6.44
Painter	4.41-5.28	4.42-5.01	4.41-5.14	3.94-5.27		3.07-4.14	3.53-4.23	3.43-4.04	4.11-4.23
Custodial Worker	2.71-3.23	2.88-3.18	3.47-3.85	4.42-4.91	4.62-4.99	2.96-3.49	3.68-4.03	3.16-3.39	4.24-4.37
Forklift Operator	4.22-5.05	3.91-4.46	3.77-4.09	4.87-5.26	4.89-5.8	3.91-4.52	3.57-4.23	3.81-4.23	4.61-4.91

COLLEGE PLACEMENT COUNCIL AND AMERICAN
MANAGEMENT ASSOCIATION DATA

NATIONWIDE AVERAGE HIRING RATES

<u>Occupational Group</u>	<u>AMA</u>	<u>College Placement Council</u>	<u>Average</u>	<u>State</u>	<u>% Deviation</u>
Engineering	14200	14184	14192	12528	-13.3
Accounting	12100	12768	12434	10512	-18.3
Social Sciences	11200	10356	10778	9168	-17.6

STATEWIDE SALARY SURVEY FRINGE BENEFITS - NOVEMBER, 1977

Vacation

Commonwealth of Virginia		Survey Participants		
<u>Length of Employment</u>	<u>Number of Days of Vacation</u>	Low	Mode	High
1- 5 years	12	10	10	25
5-10 years	15	12	15	20
10 or more	18	15	20	30

Sick Leave

Commonwealth of Virginia		Survey Participants		
	<u>Number of Days Per Year</u>			
	15	5	12	20

Medical Plan

	Commonwealth of Virginia		Participants		
	<u>Yes</u>	<u>No</u>	Yes	No	Yes
Major Medical	X		43	3	95.5
Dental Care		X	13	30	30.2
No Cost Employee Coverage	X		26	17	61.9
No Cost Dependent Coverage		X	8	35	18.6

Holidays

Commonwealth of Virginia		Survey Participants								
	11	# of Holidays	6	7	8	9	10	11	12	13
		# of Participants	4	11	3	9	8	5	1	
		% of Participants	9.5	26.1	7.1	21.4	19.0	11.9	2.3	2.3
			Low	Mode	High					
			6	10	13					

Life Insurance

Commonwealth of Virginia	Salary x 2	SalaryMultiplier	Survey Participants					Other Formula
			Flat Rate	1	2	2½	3	
		% of Participants	27%	11%	18%	7%	5%	32%
Commonwealth of Virginia has a combination contribution plan		100% Employee Contribution						9%
		100% Employer Contribution						63%
		Combination Contribution						28%

Retirement Plan

Percentage of Participants having:

A retirement plan other than Social Security	100%
Retirement plans that require employee contribution	33%
Retirement plans that require no employee contribution	66%

EMPLOYEE BENEFITS AS PERCENT OF PAYROLL

	<u>STATE</u>	<u>PRIVATE INDUSTRY*</u>
PAY FOR TIME NOT WORKED (Annual and Sick Leave, Holidays)	14.05	10.2
PENSION PLANS (Retirement - Social Security)	8.01	11.2
INSURANCE (Life, Health, Workman's Compensation, Unemployment)	4.33	7.8
OTHER (Profit Sharing Bonus, Etc.)	0	2.4
TOTAL AS PERCENT OF PAYROLL	26.39	31.6

*U. S. CHAMBER OF COMMERCE 1/1/76

Commonwealth of Virginia
Summary of Salary Survey Results, November 1977

NORTHERN VIRGINIA SUPPLEMENT

Percentage Comparison of Current State Ranges with Survey Participants

	No. Virginia Business Firms	No. Virginia Hospitals	No. Virginia Local Governments	No. Virginia VEC Survey of Manufacturers	TOTAL Percentage Deviation Between State Ranges and Survey Participants
Clerical	+ 4.1/- 6.2		- .9/-12.3		+ 1.5/-9.3
Technical ADP	+ 8.4/- 9.4		-1.1/- 9.1		+ 3.3/-9.2
Professional ADP	+13.9/- 3.4				+13.9/-3.4
Nursing		-1.6/- .2	+4.6/-7.4		+ 1.8/-5.2
Professional Health		+1.8/- 4.5	- .5/- .5		+ .5/-2.1
Law Enforcement			-8.9/-7.2		- 8.9/-7.2
Labor	+ 7.6/- .7	-5.5/-15.6	+2.0/-8.3	+12.5/+7.2	+ 4.4/-4.0
Trades	+14.9/-4.4		+2.7/-8.0	+ 1.4/-1.0	+ 6.3/-4.6

STATEWIDE SALARY SURVEY - NORTHERN VIRGINIA BUSINESS FIRMS - 1977

CLASS TITLE	A	B	C	PARTICIPANT AVERAGE	STATE RANGE
Clerk-Typist	6448- 9048	6600- 9144	7280-10400	6776- 9531	7344- 9600
Clerk-Stenographer	7488-10150	7320-10428	7644-12376	7484-10985	7680-10032
Secretary	8382-12355	-11172		8382-11764	8784-11472
Administrative Secretary		-12828	11400-14250	11400-13539	10032-12528
Clerk		6420-10428	7488-11700	6954-11064	7032- 9168
Senior Clerk		-12828	7644-12376	7644-12602	8400-10512
Data Entry Operator	6490-10566		7488-11700	6989-11133	7680-10032
Computer Operator	10026-14726		7644-12376	8835-13551	9600-12528
Computer Programmer	11300-16950			11300-16950	13128-16400
Duplicating Machine Operator	7550-10566	6420- 8112	7488-11700	7153-10126	7680-10512
Custodial Worker	5720- 8341	6420- 8112	7800-10348	6647- 8934	7032- 8400
Motor Vehicle Operator	7550-10566			7550-10566	8400-10512
Maintenance Carpenter	8278-12022			8278-12022	10032-12000
Maintenance Electrician	9194-13582			9194-13582	10512-12528

NORTHERN VIRGINIA/VEC DATA

<u>Virginia Class Title</u>	<u>State Hourly Salary</u>	<u>VEC Title</u>	<u>Alexandria/ Seven Corners</u>
Highway Maintenance Helper	3.69-4.41	Laborer	3.21-4.27
Welder A	4.62-6.02	Welder	4.54/6.18
Electrician	5.05-6.02	Maintenance Elec- trician	5.43/6.53
Painter	4.82-5.77	Spray Painter	4.31/5.31
Custodial Worker	3.38-4.04	Janitor	3.12/3.81
Forklift Operator	4.41-5.28	Forklift Operator	3.72/4.68

NORTHERN VIRGINIA LOCAL GOVERNMENTS

	Town of Vienna	Fairfax County	Arlington County	Falls Church	Alexandria	Participant Average	State Range
Clerk-Typist B	6853- 9894	7405-10420	7600-10628	7319-10514	6857-10125	7207-10316	7344- 9600
Clerk-Stenographer C	8621-12448	10140-14981	9634-12833	8794-12679	8331-11720	9104-12932	8784-11472
Clerk-Stenographer D	9894-14287	11112-16417	10628-14907	9590-13925	9184-12921	10082-14491	10032-12528
Computer Operator A	9226-13033	9713-13667	10597-14127	9590-13925	9643-13567	9714-13664	9600-12528
Carpenter	9894-14287	10647-14981	10489-13378		8320-10649	9838-13324	10032-12000
Electrician	9894-14287	12222-17197	11360-14547		9658-12376	10784-14602	10512-12528
Custodial Worker	7174-10359	7405-10420	7741- 9694	7319-10514	7550- 9568	7438-10111	7032- 8400
Highway Equipment Mechanic A	9450-13645	11114-15638	10489-13378	10060-14595	10650-13894	10353-14230	10512-13128
Highway Equipment Operator A	8234-11889	8866-12475	8648-10913	7989-11533	8902-11461	8528-11654	8784-10992
Highway Equipment Operator B		9713-13667	9332-11828	8357-12095	9901-12854	9326-12611	9600-12000
Highway Construction In- spector B	10359-14958	11640-17197	11117-14820	12679-18447	11162-15704	11391-16225	12528-16400
State Police Trooper	11889-17168	12751-18840	13449-17168	12269-17860	12115-16906	12495-17588	11472-16400
Laboratory Specialist A		12751-18840	11554-15444		11162-15704	11822-16663	10992-14328
MH General Duty Nurse Degree		11640-17197	11554-15444		11162-15704	11452-16115	12000-15000
MH Physician B		28405-39969	28250-37816			28328-38893	29300-45300
Occupational Therapist		13366-19748	11554-15444			12460-17596	12000-15675
Psychologist B - MA		16091-23774	15444-20652			15768-22213	15675-19600
Training Center Develop- mental Aide		8082-11941	8349-11117			8216-11529	8040-10032

NORTHERN VIRGINIA HOSPITALS - (1977)

CLASS TITLE	A	B	C	D	PARTICIPANT AVERAGE	STATE RANGE
Licensed Practical Nurse	8070-11232	8441-11143	8305-10666	8757-10379	8393-10855	8040-10512
Hospital Attendant A	6822- 9485	7240- 9556	7542- 9672	7322-10150	7232- 9716	6144- 7344
Registered General Duty Nurse Diploma	11045-15538	11172-14743	11136-14346	12334-14169	11422-14699	11472-15000
Physical Therapist (Institutional)	11814-16411	12397-16368	11937-15388	11814-16557	11991-16181	12000-15675
Pharmacist		19685-25985	16526-21353	16890-23670	17700-23669	17900-21400
Radiation Technician A		11057-14032	10090-12985	10234-14394	10460-13804	9600-12000
Laboratory Specialist A	10317-14477	11482-15159		10982-15392	10927-15009	10992-14328
Hospital Dietitian A		12397-16368	11937-15388	10982-15392	11722-15716	11472-15000
Anesthetist			11484-14799	18179-25418	14832-20109	17150-21400
Respiratory Therapist A	10504-14664		11136-14346	9568-13395	10403-14135	10992-13728
Food Service Aide A	6822- 9485		7276- 9329	7800-	7299- 9407	6432- 7680
Custodial Worker	6032- 8528	7240- 9556	7005- 8976	- 8008	6759- 8767	7032- 8400
Carpenter	7134- 9963	11482-15159	10760-13857	10982-15392	10090-13593	10032-12000
Electrician	9360-13187	12397-16368	13969-18027	12730-17805	12114-16347	10512-12528

List of Survey Participants (60)

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
Western Electric Company	Southern States Cooperative	Federal Reserve Bank of Richmond
Stromberg Carlson	Philip Morris	Newport News Shipbuilding and Drydock Company
The Fairfax Hospital	Colonial Stores Incorporated	Sperry Marine Systems
George Washington University Hospital	State Farm Insurance	Appalachian Power Company
Johnston-Willis Hospital	First National Exchange Bank	Eli Lilly Incorporated
Stuart Circle Hospital	Northern Virginia Doctors Hospital	The Alexandria Hospital
Roanoke Memorial Hospital	St. Marys Hospital	Richmond Memorial Hospital
Danville Memorial Hospital	Chippenham Hospital	Duke University Medical Center
College Placement Council	Norfolk General Hospital	Winchester Memorial Hospital
University of West Virginia Medical Center	Bristol Memorial Hospital	Riverside Hospital
City of Richmond	University of Florida Medical Center	DePaul Hospital
City of Lynchburg	University of Kentucky Medical Center	University of Alabama Medical Center
City of Falls Church	University of South Carolina Medical Center	University of North Carolina Medical Center
Melpar Electronics	City of Virginia Beach	United States Civil Service Commission
The Bank of Virginia	City of Roanoke	City of Norfolk
University of Tennessee Medical Center	County of Fairfax	County of Henrico
	City of Alexandria	County of Arlington
	Virginia Employment Commission	Town of Vienna
	Southeastern Salary Conference	American Management Association

Estimated Additional Cost to General Fund*

	FY 78-79
One-step increase for all classes	29,010,100
Additional one-step increase at the maximum Clerical Group	896,011
Additional one-step increase at the minimum and the maximum Accounting/Auditing Group	888,791
Additional one-step increase at the maximum Professional ADP Group	76,195
Non-Professional Health	1,224,560
Total additional cost for 78-79 Budget (General Fund)	23,095,567

*Figures are for cost for the classified service only and do not include costs associated with benefits, wage employment and overtime. Figures compiled in coordination with the Department of Planning and Budget

