

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



HOUSE DOCUMENT NO. 23

**COMMONWEALTH OF VIRGINIA
DIVISION OF PURCHASES AND SUPPLY
RICHMOND
1979**

Commonwealth of Virginia

Report on Salary Survey
November 1978

Department of Personnel and Training

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Commonwealth of Virginia
Department of Personnel and Training
Report on Salary Survey: November, 1978

The Code of Virginia 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." (Section 2.1-114.6) 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 fifth that has been printed and disseminated to the Governor and the members of the 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 surveys 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 participants representing private industry, hospitals, 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. 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 governments.

Review of the results contained in Attachment 1 clearly indicate the need for salary adjustments. All of the thirteen occupational groups demonstrate negative deviations (indicating that the State is behind our competition) at either the minimum or the maximum. Further, in all but three groups these negative deviations occur at both the minimum and the maximum. This, in spite of the

increases awarded in January and July of 1978. Information from the Bureau of Labor Statistics shows that increases for private industry from 1977 to 1978 averaged 7.9% whereas increases for State governments averaged 5.1%. Trend analysis clearly shows that this pattern of significant increases will continue.

Of major importance when reviewing the summary results shown in Attachment 1 is the delay between these survey results and the implementation date of these recommendations. All salary data shown is that which was in effect November 1978. However, many survey participants will be implementing additional increases between November 1978 and July 1979 that will further erode the overall competitiveness of the State's compensation program. Another important influence on trends will be the effect of the nine plus percent increase in the minimum wage January 1, 1979. These factors are cited to provide additional perspective from which the attached data should be viewed.

Data collected on the fringe benefit programs of survey participants is shown in Attachment 9. In the pay-for-time-not-worked category (vacation, sick leave, holidays), the Commonwealth's program exceeds comparable private sector benefits. In the category of life insurance and retirement plans, however, two-thirds of the participants have non-contributory plans thereby placing state plans behind comparable private sector programs. Nevertheless, the overall fringe benefit program for state employees currently meets the objective of "competitiveness."

In the area of benefits management, the Governor has initiated the first state employee benefits questionnaire to determine employee priorities for changes in the benefit program. Additionally, the Department of Personnel and Training has employed a professional Benefits Development Specialist to study and develop benefit programs which will be offered to state employees on an optional basis such as disability insurance. Many employees currently participate in additional insurance programs on an individual basis through payroll deduction. It is expected that new programs offered to employees will provide group rates at reduced costs to employees while at the same time providing expanded coverages. Such resulting improvements in the benefits available to employees will be achieved without cost to the state.

CONCLUSION

Management of the Commonwealth's compensation plan is a balance of the elements of labor market competition, internal consistency, and funding resources. In keeping with the goal expressed at the beginning of this report, the compensation of State employees is neither intended to contribute to inflation nor make employee income immune from inflation's impact. Rather, our compensation program is designed to provide employees with a pay and benefit package that is competitive in attracting and retaining the skilled personnel required in serving the citizens of Virginia. Thus, competitive pay for comparable work and not the cost of living for any particular year or years governs our compensation program.

RECOMMENDATION

Based on our review of the data contained herein it is recommended that an across the board one step increase in pay be effected for all State employees effective July 1, 1979. In the area of fringe benefits, it is recommended that no change be made at this time.

Commonwealth of Virginia
Summary of Salary Survey Results - November, 1978

Percentage Comparison of Current State Ranges with Survey Participants, Min./Max.

	Statewide Business Firms	Southeastern Teaching Hospitals	Virginia Hospitals	Richmond Hospitals	Other State Governments	VEC Survey of Virginia Manufacturers	CPC and AMA Hir- ing Data	TOTAL Percentage Deviation
Clerical	-4.9/-9.5							-4.9/-9.5
Accounting	-6.7/12.9				-4.6/-1.6		-14.1	-5.4/-6.1
Technical ADP	-1.5/-7.6							-1.5/-7.6
Professional ADP	-1.9/-11.7				-3.1/-3.1			-2.5/-7.1
Engineering					-1.6/-6.0		-17.5	-1.6/-6.0
Professional Health		-2.2/-5.7	+7/-4	+8.5/+7.4	-4.9/-2.5			+4/-3
Environmental Control					+1.6/-4.4			+1.6/-4.4
Law Enforcement					-11.1/+6			-11.1/+6
Labor	-11.1/-16.7	-2.9/-11.6	-2.4/-3.6	-.1/-8.6		-15.8/-10.9		-6.9/-10.6
Trades	-19.3/-35.3	+1.7/-9.9	+4.2/-3	+1.1/-6.1		-10.4/-6.5		-4.5/-14.5
Social Services					-8.4/-4.9		-11.1	-8.4/-4.9
Corrections					-10.0/-8.6			-10.0/-8.6
Non-Professional Health		-5.4/-9.8	-4.7/-2.5	-1.5/-2.3				-3.9/-5.1
							Grand Min.	Total Max
							-4.1	-5.9

STATEWIDE BUSINESS FIRMS

Attachment 2

CLASS	A	B	C	D	E	F	G
Clerk-Typist	7908-10008	7176- 9672		7920-10680	6120- 8040	6180- 8100	5746- 7761
Clerk Stenographer	9000-11472		7384- 9235	7920-10680	7020- 9360	6780- 8760	6461- 8773
Secretary	10512-11076	8528-12012	12688-15850	9840-13440	7320- 9900	8520-11040	7137- 9633
Administrative Secretary	12516-15936	9880-14040	13104-19008	11340-15540	8760-12180	9000-13380	8671-12142
Clerk	7908-10008	6500- 8736	10067-12584	7920-10680	5820- 7260	5880- 9480	6461- 8853
Senior Clerk	9000-11472		11752-14685	9840-13440		7320-13380	7137- 9633
Bookkeeper	10512-13404	7540-10192	11752-14685		7680-10440		7774-10881
Senior Bookkeeper	12516-15936	8996-12740	13707-17139		7980-10980		8671-12142
Accountant	16500-25800	14040-19860		12315-17610	11820-18300	10500-15480	10816-15145
Internal Auditor	18000-28300			16840-25260	12420-19200	16000-19000	14482-21723
Data Entry Operator	9000-11472	8164-11544	9048-	7920-10680	7020- 9360	6420- 8760	7774-10881
Computer Operator	10512-13404			10560-14400	7980-10980	8520-11040	8671-12142
Computer Programmer				16110-24005	9720-15060	10900-12800	12090-16926
Computer Systems Analyst			15420-22356	17610-26590	10740-16620	13200-15500	14482-21723
Duplicating Machine Operator	9000-11472		9318-11648	9180-12420	6720- 8940	5880- 8100	
Custodial Worker		7176- 9672	9173-10338	7635-10317		5640- 8100	5980- 8073
Motor Vehicle Operator			10009-12126		6720- 8940		6461- 8723
Maintenance Carpenter		15475-21965		12314-16619			
Maintenance Electrician	16765-19053	15475-21965		12314-16619		8520-11040	10816-15145

STATEWIDE BUSINESS FIRMS

CLASS	H	J	K	L	M	N	
Clerk Typist	6500- 9360	5700- 7920	5720- 7488	5520- 8280	10008-15000	7254-10582	9276-12024
Clerk-Stenographer	7020- 9880	6240- 8760		6084- 9132	10008-15000	7332-12662	9540-12288
Secretary	8320-11700	6840- 9660	6240- 8112	7404-11100	12312-18480		9960-13904
Administrative Secretary	8840-12740	7200-10200	9000-11000	8160-12240	13368-20040	12000-15250	11100-14880
Clerk	5720- 7800	5520- 6780	5512- 7592	5520- 8280	10008-15000	7280-12194	9024-11748
Senior Clerk	6240- 8840	5700- 7920	6178- 7280	6396- 9588	12312-18480	7280-12194	10212-13704
Bookkeeper	6500- 9360	6600- 9180	6240- 8736	6396- 9588	12312-18480		10440-13956
Senior Bookkeeper	8320-11700	8640-12456		9000-13488	13368-20040		11460-15120
Accountant		18720-29520	10000-12000		16968-25464		12960-31080
Internal Auditor		12360-18720	10000-18000	13257-19885	16968-25464	18575-23225	
Data Entry Operator	6500- 9360	5700- 7920	6032- 8216	6708-10068	10008-15000	7280-12194	
Computer Operator		7500-10680	8600-11500	8568-12840	13368-20040	7280-12194	11460-14760
Computer Programmer		9900-14520	10200-13200	14406-21609	16056-24072		
Computer Systems Analyst		12960-19680	15500-22000	16845-25268	16968-25464		12960-27480
Duplicating Machine Operator		6240- 8760	6240- 7197		10680-16008	7280-12194	
Custodial Worker		4800- 6420	5512- 6594	5520- 8280	8472-12696	8060-10790	9024-11460
Motor Vehicle Operator		4980- 6780	8840-11024	6084- 9132			
Maintenance Carpenter		9900-14520	8840-12480		14520-21768		
Maintenance Electrician		10800-16080	10650-14768		14520-21768		10668-14580

STATEWIDE BUSINESS FIRMS

CLASS	O	P	Q	R	S	T
Clerk-Typist	7020-11220	6720- 8340	7384- 9568	7384- 8840	7321- 9672	5820- 8148
Clerk-Stenographer	8040-12840	7500- 9300		8050- 9818	8778-12043	6600- 9576
Secretary	8640-13800	8340-10320	8112-10608	8590-10587	8278-11232	7260-10704
Administrative Secretary	9240-14760	9300-11520		9589-11960	10150-14019	8040-12060
Clerk	7020-11220	5880- 7500			6406- 8549	5520- 8148
Senior Clerk	8640-13800	7500- 9300			6843- 9152	6180- 9576
Bookkeeper	8640-13800				7738-10546	
Senior Bookkeeper	9240-14760	11520-14220	13100-19100		9485-13000	
Accountant	14040-22440	12780-15840	7384- 9568			10140-15210
Internal Auditor		15840-19620				
Data Entry Operator	7560-12060		6760- 8632	8050- 9818	6843- 9152	6180- 8796
Computer Operator	9900-15840	9300-11520		9589-11960	8778-12043	
Computer Pro-grammer	12720-20340					
Computer Systems Analyst	14040-22440		14300-21300			
Duplicating Machine Operator	8040-12840			8590-10587	6843- 9152	
Custodial Worker	8814-11388	9214-10899	8362	7446- 8445	6240- 7696	
Motor Vehicle Operator					6406- 8549	
Maintenance Carpenter		12210-14768	9610-12230		10192-13000	
Maintenance Electrician	7238	12210-14768	9610-12230	10650-13374	10192-13000	1618

SALARY SURVEY OF VIRGINIA HOSPITALS OUTSIDE RICHMOND AREA - (1978)

VIRGINIA CLASS TITLE	A	B	C	D	E	F	G
Licensed Pracitcal Nurse	7935-10140	6864- 8819	8236-10192	8316-10800	8040-10512	7480- 8819	7301-10005
Hospital Attendant	6671- 7765	6136- 7592	6490- 8008	5928- 7512	6036- 7032	5512- 6198	6032- 8216
Registered Nurse	10427-13324	10192-13146	10192-12812	10212-12540	10512-13728	9984-11981	10005-13062
Physical Therapist	10987-13926	12002-15600	10858-11686	11280-16536	10512-13728	11877-14290	11315-14435
Pharmacist	19379-22152	16640-21840	16744-21341	14748-21756	15675-19600	17763-21507	18200-23234
Radiology Technologist	8746-11272	9880-13520	8674-10858	8316-10800	8400-10992	8403- 9984	8341-10629
Laboratory Technologist	11382-14321	10837-13978	11627-14685	10464-13128	9168-13128	9984-11981	10005-12750
Dietitian				11280-16536	9600-12528		
Anesthetist	15330-19001	17992-25002	14685-18616	14748-21756		16786-20280	
Respiratory Therapist	10427-13324	10192-13146		10464-13128		9422-11253	10005-13874
Food Service Aide	6313- 7355	6136- 7592	6157- 7467	5736- 6984	6036- 7032		6032- 7696
Custodial Worker	6313- 7355	6032- 7488	6157- 7467	5736- 6984	6036- 7032	5512- 6198	6032- 7966
Maintenance Carpenter	10427-13324	8278-10691	9214-11398	9276-11736	7680- 9168	8403- 9984	9152-11669
Maintenance Electrician	10987-13926	8819-11398	11190-14019	9276-11736	9600-12000	8403- 9984	10878-13874

SALARY SURVEY OF VIRGINIA HOSPITALS IN THE RICHMOND AREA - (1978)

VIRGINIA CLASS TITLE	A	B	C	D	E
Licensed Practical Nurse	7405- 9485	7072- 9506	7280- 9277	6781- 8653	8320-10920
Hospital Attendant	6178- 7904	5928- 7946	6344- 8112	5574- 7114	6240- 8320
Registered Nurse	10774-13770	9360-13666	10608-13561	10005-12771	10400-13520
Physical Therapist	10462-13354	9360-13666	10712-13666		12000-16000
Pharmacist	15954-20342	15621-20925	15808-18949	17098-21819	
Radiology Technologist	9256-11814	8362-11190	9040-11544	7842-10005	8840-11440
Laboratory Technologist	9485-12106	9526-12771	9984-12730	9526-12168	9360-11960
Dietitian	9963-12709		10400-13270	11024-14061	12000-16000
Anesthetist					
Respiratory Therapist	10462-13354	9797-13146	10088-12854	10504-13416	8320-10920
Food Service Aide	6032- 7717	5782- 7530	6240- 7966	5304- 6781	6240- 8320
Custodial Worker	6032- 7717			5304- 6781	6240- 8320
Maintenance Carpenter	8382-10712	9173-11461	8840-11274	7467- 9526	
Maintenance Electrician	8382-10712	12626-16910	15288-19552	7467- 9526	

SALARY SURVEY OF HOSPITALS THROUGHOUT THE SOUTHEASTERN UNITED STATES - (1978)

VIRGINIA CLASS TITLE	A	B	C	D	E	F
Licensed Practical Nurse	8820-12348	8133-10608	7608-10296	7925-10712	7384-10691	7274-
Hospital Attendant	6708- 9391	6885- 9006	6180- 8292	6344- 8341	6593- 7675	5987-
Registered Nurse	11304-15826	11814-15434	10764-14724	10920-15413	11794-14580	10858-
Physical Therapist	12300-17220	11814-15434	12276-16848	12000-	11690-14789	12563-
Pharmacist	16524-23134	15184-19822	16092-22392	16800-	15288-19282	14917-
Radiology Technologist	9528-13339	9194-11981	10764-14724	9755-13520	9443-11835	9360-
Laboratory Technologist	10560-14784	11814-15434	9864-13428	11336-15413	7675-10379	10858-
Dietitian	10800-15120		11237-15396	11200-12400	10982-13936	10858-
Anesthetist		16702-21819	16848-23472	21000-24600	20000-24500	17077-
Respiratory Therapist	9984-13978	11336-14789	10764-14724	10546-11752	10400-13166	10337-
Food Service Aide	6084- 8518	6510- 8507	5928- 7932	6032- 7738	6344- 7384	5987-
Custodial Worker	7428-10399	6510- 8507	5928- 7932	6032- 7738	6344- 7384	5987-
Maintenance Carpenter	10452-14633	9942-12979	9048-12276	7925-10712	11856-13936	8034-
Maintenance Electrician	10452-14633	9942-12979	9444-12840	8590-11752	13104-15184	8873-

SALARY SURVEY OF HOSPITALS THROUGHOUT THE SOUTHEASTERN UNITED STATES - (1978)

VIRGINIA CLASS TITLE	G	H	I
Licensed Practical Nurse	7613-10171	6638- 9000	7433- 9605
Hospital Attendant	6261- 7592	5930- 8008	5658- 7183
Registered Nurse	10296-14373	10487-14480	10106-13321
Physical Therapist	11606-15662	11078-15307	11275-14971
Pharmacist	14498-21008	13016-18119	15117-20337
Radiology Technologist	9152-12085	9944-13724	8623-11275
Laboratory Technologist	10067-12085	10487-14480	10106-13321
Dietitian	11700-14373		11974-15890
Anesthetist	16498-23008	17410-24756	15117-20337
Respiratory Therapist	9901-13166	8952-12378	9584-12591
Food Service Aide	5616- 7176	5721- 7583	5220- 6577
Custodial Worker	5616- 7176	5721- 7583	5909- 7517
Maintenance Carpenter	8944-11731	8480-11718	9584-12591
Maintenance Electrician	9818-12771	8952-12378	10106-13321

DATA FROM CIVIL SERVICE COMMISSION
SURVEY OF STATE GOVERNMENTS

<u>Virginia Class Title</u>	<u>State Government Average</u>	<u>Virginia</u>
Audit Supervisor	15930-21268	14328-19600
Accountant C	14690-19590	14328-19600
Agency Fiscal Director	20812-27410	20500-23000
Computer Programmer A	10972-14485	12528-16400
Computer Systems Analyst A	14820-19698	15000-20500
Computer Programmer B	16133-21283	14328-18700
ADP Manager B	23283-30753	21400-28000
Highway Engineer Trainee	12929-17052	13128-15675
Highway Resident Engineer A	17196-22974	15675-20500
Highway Location and Design Engineer	21922-29396	22400-29300
Laboratory Specialist A	11064-14587	10032-13128
Laboratory Specialist C	14291-18958	13150-17150
Registered General Duty Nurse	10831-14183	10992-13728
Registered Head Nurse B	12864-17037	12000-15000
Public Health Nurse A	11454-15129	10512-13728
Public Health Nurse Director	19487-25076	19600-26800
Physical Therapist (Institutional)	11590-15286	11472-15000
Physical Therapist Supervisor (Institutional)	13413-17821	12528-16400
Physical Therapist Director	15000-20073	13728-17900
Sanitarian A	10921-14323	10032-10512
Sanitarian B	12708-16820	11472-15675
Sanitation Program Director	18174-24334	18700-25600
Pollution Control Specialist A	11481-15160	12000-15675
Pollution Control Engineer A	15747-20974	15675-20500
Air Pollution Control Director	-33701	-30700
Probation and Parole Officer	10358-14963	10992-15000
Probation and Parole Chief A	14403-19115	11472-15675
Rehabilitation Counselor B	11478-15200	11472-15675
Clinical Social Worker A & B	12465-16450	10992-16400
State Police Trooper	12216-15576	10992-15675
Corrections Officer	10086-13031	9168-12000

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

VEC Class Title	Comparable Hourly State Salary	Newport News Hampton	Chesapeake Va. Beach Portsmouth Norfolk	Richmond	Petersburg	Roanoke	Radford	Charlottesville	Staunton Waynesboro
Laborer	2.95-3.38	3.63-4.17	3.56-4.32	3.86-4.57	3.48-4.41	3.06-3.84	4.33-4.65	3.33-3.89	4.02-4.25
Welder	4.41-5.77	4.57-9.55	5.42-6.19	5.16-6.76	5.20-7.40	4.40-4.94	4.48-5.51	4.42-5.37	6.26-6.42
Maintenance Electrician	4.82-5.77	5.87-6.57	5.47-6.39	7.40-7.99	6.05-7.63	5.24-6.35	5.11-5.93	4.98-5.81	6.91-7.05
Painter	4.62-5.52	5.66-6.20	4.13-5.91	4.11-5.05		3.85-4.52	3.96-4.66	3.71-4.43	5.60-5.66
Janitor	2.83-3.38	3.19-3.60	3.51-4.14	4.60-5.19	4.30-4.90	3.25-3.68	3.93-4.34	3.27-3.81	4.53- --
Forklift Operator	4.41-5.28	4.90-5.49	3.96-4.41	4.93-5.51	4.18-4.95	3.91-4.42	4.18-4.95	3.77-4.08	4.77-5.00

COLLEGE PLACEMENT COUNCIL AND AMERICAN
MANAGEMENT ASSOCIATION DATA

NATIONWIDE AVERAGE HIRING RATES

<u>Occupational Group</u>	AMA	College Placement Council	<u>Average</u>	State	% Deviation
Engineering	15400	15456	15428	13128	-17.5
Accounting	12700	13488	13094	11472	-14.1
Social Sciences	10900	10452	10675	9600	-11.2

Attachment 9

STATEWIDE SALARY SURVEY FRINGE BENEFITS - NOVEMBER, 1978

Vacation

Commonwealth of Virginia		Survey Participants		
<u>Length of Employment</u>	<u>Number of Days of Vacation</u>	Low	Mode	High
1- 4 years	12	10	10	15
5- 9 years	15	10	15	20
10-19 years	18	10	20	22
20 or more years	21	15	20	25

Sick Leave

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

Medical Plan

	Commonwealth of Virginia		Participants		%
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	
Major Medical	X		43	3	93
Dental Care		X	10	36	22
No Cost Employee Coverage	X		33	13	72
No Cost Dependent Coverage		X	10	36	22

Holidays

Commonwealth of Virginia		Participants		
		Low	Mode	High
11		6	10	12

Life Insurance

Commonwealth of Virginia		Participants	
Virginia has a combination contribution plan		100% employee contribution -	7%
		100% employer contribution -	67%
		combination contribution -	27%

Retirement Plan

Percentage of Participants having:

Retirement plans that require employee contribution	37%
Retirement plans that require no employee contribution -	63%

List of Survey Participants (52)

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	Atlantic Research Corporation	Appalachian Power Company
George Washington University Hospital	Sperry Marine Systems	Eli Lilly Incorporated
Stuart Circle Hospital	Northern Virginia Doctors Hospital	The Alexandria Hospital
Roanoke Memorial Hospital	St. Mary's Hospital	Richmond Memorial Hospital
Danville Memorial Hospital	Chippenham Hospital	University of West Virginia Medical Center
College Placement Council	Duke University Medical Center	DePaul Hospital
Bristol Memorial Hospital	University of Florida Medical Center	Melpar Electronics
University of Kentucky Medical Center	University of South Carolina Medical Center	University of Tennessee Medical Center
University of Alabama Medical Center	United States Civil Service Commission	Virginia Employment Commission
The Bank of Virginia	A. H. Robins	Dominion Bankshares Corporation
Kings Dominion	F & M Corporation	Morton Foods, Inc.
Southeastern Salary Conference	Reynolds Metals	Petersburg General Hospital
American Management Association	Grace Hospital	
Emory University Hospital		
Lynchburg General Hospital		

Attachment 11

Estimated Cost of Recommendations

	FY 79-80
One step increase in pay for all employees	22,056,452

This figure differs from the figure in the Appropriation Act because it is for cost to the General fund for the classified service only and does not include costs associated with benefits, wage employment and overtime.

