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COMMONWEALTH OF VIRGINIA

Compensation Board

P.O. Box 710
Richmond, Virginia 23218-0710

July 12, 2016

EMAIL MEMORANDUM

TO: Constitutional Officers and Regional Jail Superintendents

FROM: Robyn M. de Socio, Executive Secretary

SUBJECT: Revenue Contingent Salary Increases and Career Development Program Funding

I write regarding salary increases planned for FY17 that were approved by the 2016 General Assembly contingent upon FY16 year-end revenue meeting or exceeding the threshold for a re-forecast pursuant to §2.2-1503.3, Code of Virginia. A re-forecast is required when fiscal year-end general fund revenues fall 1.0 percent or more below official estimates.

The State Comptroller submitted a report to the Governor on Friday, July 8, 2016 on the preliminary results of revenue collections for fiscal year 2016. The data indicate that total individual income, corporate income and sales tax collections were 1.8 percent below the official budget estimates for the year. Since FY16 year-end revenues were not sufficient to avoid a re-forecast, revenue contingent salary increases cannot go forward pending additional budgetary actions to address the revenue shortfall.

As we have communicated previously, the following salary increases were approved with revenue contingencies, and as a result of the recent announcement regarding a revenue shortfall cannot go forward at this time:

- Salary increases effective December 1, 2016 for all Constitutional Officers and their Compensation Board funded permanent employees of 2%, subject to locality certification that the individuals will receive the pay increase;
- Salary increases effective January 1, 2017 to address salary compression in Sheriffs' offices and Regional Jails, increasing the base salary of each sworn officer with three or more years of continuous service in a Compensation Board funded position by \$80 for each full year of service, up to a maximum of thirty years, and increasing the base salary of each non-sworn staff position with three or more years of continuous service in a Compensation Board funded position by \$65 for each full year of service, up to a maximum of thirty years;

- Career Development Program salary increases approved by the Compensation Board effective December 1, 2016 for newly funded participants previously qualified and awaiting funding.

Note that Constitutional officers were notified by the Compensation Board with individual letters in May, 2016 of which officers and deputies were approved to receive the newly approved Career Development Program salary increases effective December 1, 2016 contingent upon revenues. Future action by the Compensation Board is anticipated to rescind these approvals given the recent notice regarding year-end revenues not meeting required thresholds.

Please contact your Compensation Board Technician, Customer Service Manager Charlene Rollins, Budget Manager Charlotte Lee, or me if you have any questions.

c: City Managers and County Administrators
Compensation Board Members and Staff
The Honorable Nancy Rodrigues, Secretary of Administration
Banci Tewolde, Department of Planning and Budget
Reginald Thompson, Department of Planning and Budget
John W. Jones, Virginia Sheriffs' Association
Jane S. Chambers, Commonwealth's Attorneys' Services Council
Alan D. Albert, LeClair Ryan PC
Madeline Abbitt, Abbitt Consulting
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