

# Fiscal Year 2016 Compensation Authorizations – Quick Reference Guide

Chapter 665, 2015 Acts of Assembly, authorizes FY 2016 state employee compensation actions and corresponding eligibility criteria as outlined below.

Pursuant to Chapter 665, 2015 Acts of Assembly, the following compensation adjustments are effective August 10, 2015, contingent upon there being no downward adjustment in the Commonwealth's revenue forecast (Item 467, paragraph O) and on employees' performing at the Contributor level or higher (Item 467 paragraph P), with the exception of the \$1,000 increase for Security Officers I and III,.

<b>A. Two Percent Base Salary Increase (Item 467, paragraph P)</b>
Full- and part-time classified and other salaried employees (appointed, at-will, and faculty employees) who have been employed in salaried positions as of May 10, 2015, AND have received a rating of at least "Contributor" on their latest performance evaluation
<b>B. Compression Adjustment (Item 467, paragraph Q)</b>
<b>Salaried sworn employees of the Department of State Police:</b> \$80 salary increase for each full year of continuous state service, up to a maximum of 30 years, for sworn employees who have three years or more of continuous state service (have state begin dates of August 10, 2012, or earlier) AND have received a rating of at least "Contributor" on their latest performance evaluation
<b>Other salaried employees listed in A, above, excluding faculty and other employees of public institutions of higher education not subject to the Virginia Personnel Act:</b> \$65 salary increase for each full year of continuous state service, up to a maximum of 30 years, for employees who have five years or more of continuous state service (have state begin dates of August 10, 2010, or earlier) AND have received a rating of at least "Contributor" on their latest performance evaluation
<b>C. Two Percent Salary Increase for High-turnover Roles (Item 467, paragraph T)</b>
Salaried employees who have been employed in salaried positions as of May 10, 2015, AND have received a rating of at least "Contributor" on their latest performance evaluation AND occupy positions in the following roles as of August 10, 2015:
<ul style="list-style-type: none"> <li>• Law Enforcement Officer I</li> <li>• Direct Service Associate I</li> <li>• Direct Service Associate II</li> <li>• Direct Service Associate III</li> <li>• Housekeeping and/or Apparel Worker I</li> <li>• Probation Officer Assistant</li> <li>• Emergency Coordinator I</li> <li>• Emergency Coordinator II</li> <li>• Registered Nurse I</li> <li>• Registered Nurse II/Nurse Practitioner I/Physician's Assistant</li> <li>• Licensed Practical Nurse</li> <li>• Therapy Assistant/Therapist I</li> <li>• Therapist II</li> <li>• Compliance/Safety Officer II</li> </ul>
<b>D. \$1,000 Increase for Security Officer I and Security Officer III (Item 384, paragraph Q, and subsequent Letter of Legislative Intent)</b>
Salaried employees who occupy positions in the roles Security Officer I and Security Officer III as of August 10, 2015

Depending on hire date, performance, and role code, employees may be eligible for 0, 1, 2, or 3 salary increases. Please pay careful attention to the salary review files that will be distributed beginning July 17, 2015. For employees eligible for multiple adjustments, the 2% base salary adjustment will be implemented first, followed by the compression adjustment, and then the 2% salary increase for high-turnover roles listed in Item 467, paragraph T, and the \$1,000 special adjustment for the Security Officer I and Security Officer III.

The base rates of pay for wage employees may be increased by up to two percent no earlier than August 10, 2015. The cost of such increases shall be borne by existing funds appropriated to each agency.

Please see detailed implementation instructions [here](#).