

House Appropriations Compensation & Retirement

Budget Amendment Request to House Bill 29

<u>Patron</u>	<u>Amendment #</u>	<u>Short Title</u>
Miller	4-6.01 #1h	Establish Salary Ranges for Legislative Agency Heads

Budget Amendment Requests to House Bill 30

<u>Patron</u>	<u>Amendment #</u>	<u>Short Title</u>
Bell, John	475 #5h	HB 639 - Include Correctional Officers in Presumption Clause
Carr	475 #1h	HB 1193 - Include Probation and Parole Officers in LODA
Farrell	86 #1h	Increase Salary for Registrars to Equal Treasurers
	493 #1h	HB 378 - Workers Compensation Fee Schedule
Gilbert	269 #1h	Line of Duty Election - Exception for RSW Regional Jail
Hodges	85 #1h	Analysis of Pharmacy Claims Expenditures
	4-6.03 #1h	Optional Disability Coverage for PDC Employees
Hope	393 #3h	Provide 2.5% Sal. Increase for Correctional Officers
Landes	491 #1h	Eliminate New Funding for Business Support Solutions
	491 #2h	Eliminate New Funding for A Financial Education Program
	491 #3h	Eiminate New Funding for A Change Management Expert
	491 #4h	Eliminate New Funding for a Part-time Communications Writer Position
Lopez	475 #4h	HB 984 - Coverage for Autism Srv up to 14
Miller	1 #6h	Establish a Salary Range for the Chief, Division of Capitol Police
	3 #1h	Establish Salary Range for Executive Director of VASAP
	33 #2h	Establish Salary Range for Director of JLARC
O'Bannon	85 #2h	Review of Policies Regarding Treatment of Obesity
Poindexter	69 #2h	Increase Entry Level Salaries for Entry Level Deputy Sheriffs
	109 #11h	Eliminate Funding for the New Healthy Food Financing Program
	109 #12h	Eliminate New Funding for the Virginia Telecommunication Initiative
	475 #3h	Pilot Program for Treatment of Musculoskeletal Injuries
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	475 #2h	Provide 1% Salary Increase in FY 2017 & 1% Increase in FY 2018

Chief Patron: Miller

Item 4-6.01 #1h

Establish Salary Ranges for Legislative Agency Heads

Positions and Employment

Employee Compensation

Language

Language:

Page 265, after line 22, insert:

“t.1. Notwithstanding the salaries set out in Items 2, 4, 5, and 6, the Committee on Joint Rules may establish salary ranges for such agency heads consistent with the provisions and salary ranges included in § 4-6.01 of this act.

2. Notwithstanding the salaries listed in Item 3 of this Act, the Commission on the Virginia Alcohol Safety Action Program may establish a salary range for the Executive Director of the program.

3. Notwithstanding the salaries listed in Item 30 of this Act, the Joint Legislative Audit and Review Commission (JLARC) may establish a salary range for the Director of JLARC.”

Explanation:

(This amendment authorizes the establishment of salary ranges for the Chief of the Capitol Police, the Executive Director of VASAP, and the Director of JLARC.)

Chief Patron: Bell, John

Item 475 #5h

HB 639 - Include Correctional Officers in Presumption Clause

Central Appropriations	FY16-17	FY17-18
Central Appropriations	\$200,000	\$200,000 GF

Language:

Page 397, line 18, strike "\$70,184,979" and insert "\$70,384,979".

Page 397, line 18, strike "\$187,384,742" and insert "\$187,584,742".

Page 405, after line 31, insert:

"T. Out of the amounts appropriated for this item, \$200,000 in the first year and \$200,000 in the second year from the general fund is included for distribution to agencies as needed to reflect the impact of the passage of House Bill 639 of the 2016 General Assembly Session."

Explanation:

(This amendment is intended to address the fiscal impact of House Bill 639 of the 2016 General Assembly Session. House Bill 639 includes Correctional Officers in the list of occupations included under the presumption clause as it relates to death or disability from respiratory disease, hypertension or heart disease, or cancer. This legislation impacts both the workers compensation cost for the Department of Corrections and the Line of Duty program as the Line of Duty Act references the presumption clause. The \$200,000 from the general fund included in the amendment is a placeholder until an actuarial analysis of the impact of the legislation is completed.)

Chief Patron: Carr

Item 475 #1h

Co-Patron(s): McQuinn

HB 1193 - Include Probation and Parole Officers in LODA

Central Appropriations	FY16-17	FY17-18
Central Appropriations	\$438,010	\$438,010 GF

Language:

Page 397, line 18, strike "\$70,184,979" and insert "\$70,622,989".

Page 397, line 18, strike "\$187,384,742" and insert "\$187,822,752".

Page 405, after line 31, insert:

"T. Out of the amounts appropriated for this Item, \$438,010 in the first year and \$438,010 in the second year from the general fund is included for distribution to agencies as need to reflect the impact of the passage of House Bill 1193 of the 2016 General Assembly Session.."

Explanation:

(This amendment provides \$438,010 GF each year to fund the impact of HB 1193 of the 2016 General Assembly Session which adds DOC Probation and Parole Officers in the list of occupations which are eligible for Line of Duty Benefits.)

Chief Patron: Farrell

Item 86 #1h

Co-Patron(s): O'Bannon, Ware

Increase Salary for Registrars to Equal Treasurers

Administration	FY16-17	FY17-18	
Department of Elections	\$5,704,958	\$5,704,958	GF

Language:

Page 68, line 12, strike "\$11,001,898" and insert "\$16,706,856".

Page 68, line 12, strike "\$10,190,808" and insert "\$15,895,766".

Explanation:

(This amendment provides \$5.7 million from the general fund each year to increase the salary scale for registrars equal to the salary scale for treasurers and restores the funding level for registrars and electoral boards to 100% of the cost.)

Chief Patron: Farrell

Item 493 #1h

HB 378 - Workers Compensation Fee Schedule

Independent Agencies	FY16-17	FY17-18	
Virginia Workers' Compensation Commission	\$1,100,000	\$0	GF

Language:

Page 416, line 23, strike "\$37,822,874" and insert "\$38,922,874".

Explanation:

(This amendment provides \$1.1 million from the general fund for the Workers Compensation Commission to support actuarial costs which will be incurred pursuant to the passage of House Bill 378 of the 2016 General Assembly session.)

Chief Patron: Gilbert

Item 269 #1h

Co-Patron(s): Collins, Webert

Line of Duty Election - Exception for RSW Regional Jail

Finance

Department of Accounts Transfer Payments

Language

Language:

Page 213, line 37, after "2012" insert:

"or for the RSW Regional Jail Authority on or before July 1, 2016,".

Explanation:

(This amendment give RSW Regional Jail the option of electing to provide Line of Duty benefits to their employees outside of the state run plan as it was not in existence when the original opt-out period took place.)

Chief Patron: Hodges

Item 85 #1h

Analysis of Pharmacy Claims Expenditures

Administration

Administration of Health Insurance

Language

Language:

Page 67, after line 45, insert:

"H. The Director of the Department of Human Resource Management shall analyze pharmacy claims data from the past biennium in order to assess the value of payments made to the state employee health plan's network pharmacies and payments made to the state employee health plan pharmacy benefit manager. The Director shall identify and report any difference in value in payments made to network pharmacies and to the pharmacy benefit manager and shall make recommendations to the Chairmen of the House Appropriations Committee and Senate Finance Committees by October 1, 2016."

Explanation:

(This amendment is self-explanatory.)

Chief Patron: Hodges

Item 4-6.03 #1h

Optional Disability Coverage for PDC Employees

Positions and Employment

Employee Benefits

Language

Language:

Page 493, after line 52, insert:

"m. Notwithstanding the provisions of § 51.1-1150 and § 51.1-1153 of the Code of Virginia, a planning district commission chartered under the provisions of Chapter 42 of Title 15.2 may elect, at its option, whether to provide short- and long-term disability benefits under the disability program established pursuant to Chapter 11.1 of Title 51.1."

Explanation:

(This amendment would make it optional for Planning District Commission to exempt employees in the hybrid plan from the disability coverage requirement.)

Chief Patron: Hope

Item 393 #3h

Co-Patron(s): Kory, Tyler

Provide 2.5% Sal. Increase for Correctional Officers

Public Safety and Homeland Security

FY16-17

FY17-18

Department of Corrections

\$8,400,000

\$8,400,000 GF

Language:

Page 331, line 45, strike "\$954,262,420" and insert "\$962,662,420".

Page 331, line 45, strike "\$951,894,843" and insert "\$960,294,843".

Page 334, after line 27, insert:

"P. Included in the appropriation for this item, \$8,400,000 the first year and \$8,400,000 the second year from the general fund is provided to support a 2.5 percent salary increase for correctional officers employed by the Department of Corrections effective June 25, 2016."

Explanation:

(This amendment provides funding for a 2.5% salary increase for DOC correctional officers.)

Chief Patron: Landes

Item 491 #1h

Eliminate New Funding for Business Support Solutions

Independent Agencies

FY16-17

FY17-18

Virginia Retirement System

(\$533,000)

(\$500,000) GF

Language:

Page 416, line 2, strike "\$38,432,875" and insert "\$37,899,875".

Page 416, line 2, strike "\$33,989,177" and insert "\$33,489,177".

Explanation:

(This amendment eliminates new funding included in the introduced budget for business support solutions.)

Chief Patron: Landes

Item 491 #2h

Eliminate New Funding for A Financial Education Program

Independent Agencies	FY16-17	FY17-18	
Virginia Retirement System	(\$120,000)	(\$145,000)	GF

Language:

Page 416, line 2, strike "\$38,432,875" and insert "\$38,312,875".

Page 416, line 2, strike "\$33,989,177" and insert "\$33,844,177".

Explanation:

(This amendment eliminates funding included in the introduced budget for a new financial education program.)

Chief Patron: Landes

Item 491 #3h

Eiminate New Funding for A Change Management Expert

Independent Agencies	FY16-17	FY17-18	
Virginia Retirement System	(\$113,570)	(\$113,570)	GF

Language:

Page 416, line 2, strike "\$38,432,875" and insert "\$38,319,305".

Page 416, line 2, strike "\$33,989,177" and insert "\$33,875,607".

Explanation:

(This amendment eliminates new funding included in the introduced budget for A Change Management Expert.)

Chief Patron: Landes

Item 491 #4h

Eliminate New Funding for a Part-time Communications Writer Position

Independent Agencies	FY16-17	FY17-18	
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Virginia Retirement System (\$74,326) (\$74,326) GF

Language:

Page 416, line 2, strike "\$38,432,875" and insert "\$38,358,549".
Page 416, line 2, strike "\$33,989,177" and insert "\$33,914,851".

Explanation:

(This amendment eliminates new funding included in the introduced budget for a Part-time Communications Writer Position.)

Chief Patron: Lopez

Item 475 #4h

HB 984 - Coverage for Autism Srv up to 14

Central Appropriations	FY16-17	FY17-18
Central Appropriations	\$250,000	\$250,000 GF

Language:

Page 397, line 18, strike "\$70,184,979" and insert "\$70,434,979".
Page 397, line 18, strike "\$187,384,742" and insert "\$187,634,742".
Page 398, line 38, strike "\$51,460,094" and insert "\$51,710,094".
Page 398, line 39, strike "\$91,731,143" and insert "\$91,981,143".

Explanation:

(This amendment adjust funding included in the introduced budget for the state employee health insurance program to reflect the impact of House Bill 984 of the 2016 General Assembly session which increased the mandated age for autism services from age 10 to age 14.)

Chief Patron: Miller

Item 1 #6h

Establish a Salary Range for the Chief, Division of Capitol Police

Legislative Department

General Assembly of Virginia

Language

Language:

Page 8, line 25, after "2," insert "4,".

Explanation:

(This amendment includes the Chief of Capitol Police in language which authorizes the Committee on Joint Rules to establish salary ranges for certain legislative agency head

positions.)

Chief Patron: Miller

Item 3 #1h

Establish Salary Range for Executive Director of VASAP

Legislative Department

Commission on the Virginia Alcohol Safety Action Program

Language

Language:

Page 11, line 12, before "Out" insert "A."

Page 11, after line 14 insert:

"B. Notwithstanding the salaries listed in paragraph A. of this item, the Commission on the Virginia Alcohol Safety Action Program may establish a salary range for the Executive Director of the program."

Explanation:

(This amendment is self-explanatory.)

Chief Patron: Miller

Item 33 #2h

Establish Salary Range for Director of JLARC

Legislative Department

Joint Legislative Audit and Review Commission

Language

Language:

Page 21, after line 20 insert:

"J. Notwithstanding the salaries listed in paragraph A. of this item, the Joint Legislative Audit and Review Commission (JLARC) may establish a salary range for the Director of JLARC."

Explanation:

(This amendment is self-explanatory.)

Chief Patron: O'Bannon

Item 85 #2h

Co-Patron(s): Greason, Ingram, Stolle, Torian

Review of Policies Regarding Treatment of Obesity

Administration

Administration of Health Insurance

Language

Language:

Page 67, after line 45, insert:

"H. The Director of the Department of Human Resource Management shall review the existing benefit for the treatment of obesity through recognized surgical procedures. The Director shall analyze the cost-effectiveness of eliminating, or reducing, waiting periods. The director shall also analyze the cost-effectiveness of expanding eligibility for surgical interventions. Additionally, the Director shall consider current data on surgical methods, equipment, and patient outcomes. In conjunction with the review, the Director shall meet with and solicit input from stakeholders. The Director shall report the results of the review and any recommended benefit changes to the Chairmen of the House Appropriations and Senate Finance Committees and to the Department of Planning and Budget by October 1, 2016.

Explanation:

(This amendment is self-explanatory.)

Chief Patron: Poindexter

Item 69 #2h

Increase Entry Level Salaries for Entry Level Deputy Sheriffs

Administration

FY16-17

FY17-18

Compensation Board

\$4,162,653

\$4,541,076 GF

Language:

Page 42, line 13, strike "\$460,643,124" and insert "\$464,805,777".

Page 42, line 13, strike "\$465,911,600" and insert "\$470,452,676".

Page 45, after line 49, insert:

"S. Included in the appropriation for this item, \$4,162,653 the first year and \$4,541,076 the second year from the general fund is provided to increase the minimum starting salary for entry level grade 7 and 8 deputy sheriffs employed in sheriffs' offices and regional jails by \$1,000 effective July 1 2016."

Explanation:

(This amendment provides funding for a \$1,000 per year salary adjustment for entry level deputy sheriffs funded through the Compensation Board.)

Chief Patron: Poindexter

Item 109 #11h

Eliminate Funding for the New Healthy Food Financing Program

Commerce and Trade	FY16-17	FY17-18	
Department of Housing and Community Development	(\$5,000,000)	(\$5,000,000)	GF

Language:

Page 85, line 50, strike "\$50,637,001" and insert "\$45,637,001".
Page 85, line 50, strike "\$64,504,601" and insert "\$59,504,601".
Page 88, delete lines 11 through 15.

Explanation:

(This amendment eliminates funding, of \$5.0 million from the general fund each year, to create a new "Healthy Food Financing Program" which would provide grants to grocery stores locating in underserved areas. The savings from this amendment would be used to offset expenditures proposed in a Item 69 amendment which would provide a \$1,000 increase in entry level salaries for deputy sheriffs.)

Chief Patron: Poindexter

Item 109 #12h

Eliminate New Funding for the Virginia Telecommunication Initiative

Commerce and Trade	FY16-17	FY17-18	
Department of Housing and Community Development	(\$2,750,000)	(\$2,750,000)	GF

Language:

Page 85, line 50, strike "\$50,637,001" and insert "\$47,887,001".
Page 85, line 50, strike "\$64,504,601" and insert "\$61,754,601".
Page 88, delete lines 3 through 10.

Explanation:

(This amendment eliminates funding, of \$2.75 million from the general fund each year, for the Virginia Telecommunication Initiative. The savings from this amendment would be used to offset expenditures proposed in a Item 69 amendment which would provide a \$1,000 increase in entry level salaries for deputy sheriffs.)

Chief Patron: Poindexter

Item 475 #3h

Pilot Program for Treatment of Musculoskeletal Injuries

Central Appropriations

Central Appropriations

Language

Language:

Page 399, after line 6, insert:

"7. The Department of Human Resources Management shall develop and implement a pilot program beginning on July 1, 2016 for a single payment per episode for all services and costs spanning multiple providers across multiple settings for musculoskeletal injury claims. The results of this pilot program, to include changes in return-to-work following injury times and costs of single payment per episode versus traditional payment per visit claim payments, shall be reported to the Governor, the Chairmen of the House Appropriations Committee and the Senate Finance Committee by August 1, 2018."

Explanation:

(This amendment establishes a pilot program under the state employee health insurance program which sets a single payment per episode for all services and costs spanning multiple providers across multiple settings for musculoskeletal injury claims. This pilot program is consistent with recommendations of a report completed by the Department in June of 2014 .)

Chief Patron: Sickles

Item 1 #5h

Provide Northern VA. Salary Differential for Leg. Assistants

Legislative Department	FY16-17	FY17-18
General Assembly of Virginia	\$535,000	\$535,000 GF

Language:

Page 3, line 5, strike "\$40,478,773" and insert "\$41,013,773".

Page 3, line 5, strike "\$40,479,905" and insert "\$41,014,905".

Page 3, after line 43, insert:

"3. The compensation amounts included in paragraphs c.1. and c.2. above shall be increased by twenty-five percent for those members whose districts include areas of the state where state employees are eligible to receive salaries under the Northern Virginia pay bands. "

Explanation:

(This amendment provides a 25% reimbursement differential for legislative assistant compensation when the legislator resides in the Northern Virginia area consistent with the pay band structure for state employees.)

Chief Patron: Sickles

Item 475 #2h

Provide 1% Salary Increase in FY 2017 & 1% Increase in FY 2018

Central Appropriations	FY16-17	FY17-18
Central Appropriations	\$38,082,715	\$4,675,792 GF

Language:

Page 397, line 18, strike "\$70,184,979" and insert "\$108,267,694".

Page 397, line 18, strike "\$187,384,742" and insert "\$192,060,534".

Page 403, strike lines 26 through 51 and insert:

"P.1. The Governor is hereby authorized to allocate a sum of up to \$ 38,082,715 the first year and \$42,377,472 second year from this appropriation to the extent necessary to offset any downward revisions of the general fund revenue estimate prepared for fiscal years 2017 and 2018 after the enactment by the General Assembly of the 2016 Appropriation Act or 2017 Appropriation Act. If within 5 days of the preliminary close of the fiscal year ending on June 30, 2016, the Comptroller's analysis does not determine that a revenue re-forecast is required pursuant to § 2.2-1503.3, Code of Virginia, then such appropriation shall be used only for employee compensation purposes as stated in paragraphs Q. and R., below.

Q.1. Contingent on the provisions of paragraph P.1. above, the base salary of the following employees shall be increased by one percent on July 10, 2016:

- a. Full-time and other classified employees of the Executive Department subject to the Virginia Personnel Act;
- b. Full-time employees of the Executive Department not subject to the Virginia Personnel Act, except officials elected by popular vote;
- c. Any official whose salary is listed in § 4-6.01 of this act, subject to the ranges specified in the agency head salary levels in § 4-6.01 c;
- d. Full-time staff of the Governor's Office, the Lieutenant Governor's Office, the Attorney General's Office, Cabinet Secretaries' Offices, including the Deputy Secretaries, the Virginia Liaison Office, and the Secretary of the Commonwealth's Office;
- e. Heads of agencies in the Legislative Department;
- f. Full-time employees in the Legislative Department, other than officials elected by popular vote;
- g. Secretaries and administrative assistants as provided for in Item 1 of this act;
- h. Judges and Justices in the Judicial Department;
- i. Heads of agencies in the Judicial Department;
- j. Full-time employees in the Judicial Department;
- k. Commissioners of the State Corporation Commission and the Virginia Workers' Compensation Commission, the Chief Executive Officer of the Virginia College Savings Plan, and the Directors of the Virginia Lottery, and the Virginia Retirement System; and
- l. Full-time employees of the State Corporation Commission, the Virginia College Savings

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Plan, the Virginia Lottery, Virginia Workers' Compensation Commission, and the Virginia Retirement System.

2.a. Employees in the Executive Department subject to the Virginia Personnel Act shall receive the salary increases authorized in this paragraph only if they attained at least a rating of "Contributor" on their latest performance evaluation.

b. Salary increases authorized in this paragraph for employees in the Judicial and Legislative Departments, employees of Independent agencies, and employees of the Executive Department not subject to the Virginia Personnel Act shall be consistent with the provisions of this paragraph, as determined by the appointing or governing authority. However, notwithstanding anything herein to the contrary, the governing authorities of those state institutions of higher education with employees not subject to the Virginia Personnel Act may implement salary increases for such employees that may vary based on performance and other employment-related factors. The appointing or governing authority shall certify to the Department of Human Resource Management that employees receiving the awards are performing at levels at least comparable to the eligible employees as set out in subparagraph 2.a. of this paragraph.

3. The Department of Human Resource Management shall increase the minimum and maximum salary for each band within the Commonwealth's Classified Compensation Plan by one percent on July 10, 2016. No salary increase shall be granted to any employee as a result of this action. The department shall develop policies and procedures to be used in instances when employees fall below the entry level for a job classification due to poor performance. Movement through the revised pay band shall be based on employee performance.

4. Out of the amounts for Supplements to Employee Compensation is included \$30,287,239 the first year and \$33,040,520 the second year from the general fund to support the general fund portion of costs associated with the salary increase provided in this paragraph.

5. The following agency heads, at their discretion, may utilize agency funds or the funds provided pursuant to this paragraph to implement the provisions of new or existing performance-based pay plans:

- a. The heads of agencies in the Legislative and Judicial Departments;
- b. The Commissioners of the State Corporation Commission and the Virginia Workers' Compensation Commission;
- c. The Attorney General;
- d. The Director of the Virginia Retirement System;
- e. The Director of the Virginia Lottery;
- f. The Director of the University of Virginia Medical Center;
- g. The Chief Executive Officer of the Virginia College Savings Plan; and

h. The Executive Director of the Virginia Port Authority.

6. The base rates of pay, and related employee benefits, for wage employees may be increased by up to one percent no earlier than July 10, 2016. The cost of such increases for wage employees shall be borne by existing funds appropriated to each agency.

7. The governing authorities of those state institutions of higher education with employees may provide a salary adjustment based on performance and other employment-related factors, as long as the increases do not exceed the one percent increase on average.

R.1. Contingent on the provisions of paragraph P.1. above, the appropriations in this item include funds to increase the base salary of the following employees by one percent on August 1, 2016, provided that the governing authority of such employees certifies that the listed employees will receive the stated pay increase.

a. Locally-elected constitutional officers;

b. General Registrars and members of local electoral boards;

c. Full-time employees of locally-elected constitutional officers and,

d. Full-time employees of Community Services Boards, Centers for Independent Living, secure detention centers supported by Juvenile Block Grants, juvenile delinquency prevention and local court service units, local social services boards, local pretrial services act and comprehensive community corrections act employees, and local health departments where a memorandum of understanding exists with the Virginia Department of Health.

2. Out of the appropriation for Supplements to Employee Compensation is included \$7,795,476 the first year and \$9,336,952 the second year from the general fund to support the costs associated with the salary increase provided in this paragraph.

S.1. The Governor is hereby authorized to allocate a sum of up to \$38,463,452 the second year from this appropriation to the extent necessary to offset any downward revisions of the general fund revenue estimate prepared for fiscal years 2017 and 2018 after the enactment by the General Assembly of the 2016 Appropriation Act or 2017 Appropriation Act. If within 5 days of the preliminary close of the fiscal year ending on June 30, 2017, the Comptroller's analysis does not determine that a revenue re-forecast is required pursuant to § 2.2-1503.3, Code of Virginia, then such appropriation shall be used only for employee compensation purposes as stated in paragraphs T. and U., below.

2. Furthermore, the \$83,326,300 the second year allocated to support the state share of a two percent salary adjustment for SOQ funded positions authorized in Item 139 of this act shall be unallotted if the provisions of paragraph S.1. are not met and the actions authorized in paragraphs T. and U. of this item are not effectuated.

T.1. Contingent on the provisions of paragraph S.1. above, the base salary of the following employees shall be increased by one percent on July 10, 2017:

a. Full-time and other classified employees of the Executive Department subject to the

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Virginia Personnel Act;

- b. Full-time employees of the Executive Department not subject to the Virginia Personnel Act, except officials elected by popular vote;
 - c. Any official whose salary is listed in § 4-6.01 of this act, subject to the ranges specified in the agency head salary levels in § 4-6.01 c;
 - d. Full-time staff of the Governor's Office, the Lieutenant Governor's Office, the Attorney General's Office, Cabinet Secretaries' Offices, including the Deputy Secretaries, the Virginia Liaison Office, and the Secretary of the Commonwealth's Office;
 - e. Heads of agencies in the Legislative Department;
 - f. Full-time employees in the Legislative Department, other than officials elected by popular vote;
 - g. Secretaries and administrative assistants as provided for in Item 1 of this act;
 - h. Judges and Justices in the Judicial Department;
 - i. Heads of agencies in the Judicial Department;
 - j. Full-time employees in the Judicial Department;
 - k. Commissioners of the State Corporation Commission and the Virginia Workers' Compensation Commission, the Chief Executive Officer of the Virginia College Savings Plan, and the Directors of the Virginia Lottery, and the Virginia Retirement System; and
 - l. Full-time employees of the State Corporation Commission, the Virginia College Savings Plan, the Virginia Lottery, Virginia Workers' Compensation Commission, and the Virginia Retirement System.
- 2.a. Employees in the Executive Department subject to the Virginia Personnel Act shall receive the salary increases authorized in this paragraph only if they attained at least a rating of "Contributor" on their latest performance evaluation.
- b. Salary increases authorized in this paragraph for employees in the Judicial and Legislative Departments, employees of Independent agencies, and employees of the Executive Department not subject to the Virginia Personnel Act shall be consistent with the provisions of this paragraph, as determined by the appointing or governing authority. However, notwithstanding anything herein to the contrary, the governing authorities of those state institutions of higher education with employees not subject to the Virginia Personnel Act may implement salary increases for such employees that may vary based on performance and other employment-related factors. The appointing or governing authority shall certify to the Department of Human Resource Management that employees receiving the awards are performing at levels at least comparable to the eligible employees as set out in subparagraph 2.a. of this paragraph.
3. The Department of Human Resource Management shall increase the minimum and maximum salary for each band within the Commonwealth's Classified Compensation Plan

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by one percent on July 10, 2017. No salary increase shall be granted to any employee as a result of this action. The department shall develop policies and procedures to be used in instances when employees fall below the entry level for a job classification due to poor performance. Movement through the revised pay band shall be based on employee performance.

4. Out of the amounts for Supplements to Employee Compensation is included \$30,590,018 the second year from the general fund to support the general fund portion of costs associated with the salary increase provided in this paragraph.

5. The following agency heads, at their discretion, may utilize agency funds or the funds provided pursuant to this paragraph to implement the provisions of new or existing performance-based pay plans:

- a. The heads of agencies in the Legislative and Judicial Departments;
- b. The Commissioners of the State Corporation Commission and the Virginia Workers' Compensation Commission;
- c. The Attorney General;
- d. The Director of the Virginia Retirement System;
- e. The Director of the Virginia Lottery;
- f. The Director of the University of Virginia Medical Center;
- g. The Chief Executive Officer of the Virginia College Savings Plan; and
- h. The Executive Director of the Virginia Port Authority.

6. The base rates of pay, and related employee benefits, for wage employees may be increased by up to one percent no earlier than July 10, 2017. The cost of such increases for wage employees shall be borne by existing funds appropriated to each agency.

7. The governing authorities of those state institutions of higher education with employees may provide a salary adjustment based on performance and other employment-related factors, as long as the increases do not exceed the one percent increase on average.

U.1. Contingent on the provisions of paragraph S.1. above, the appropriations in this Item include funds to increase the base salary of the following employees by one percent on August 1, 2017, provided that the governing authority of such employees certifies that the listed employees will receive the stated pay increase.

- a. Locally-elected constitutional officers;
- b. General Registrars and members of local electoral boards;
- c. Full-time employees of locally-elected constitutional officers and,
- d. Full-time employees of Community Services Boards, Centers for Independent Living, secure detention centers supported by Juvenile Block Grants, juvenile delinquency

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prevention and local court service units, local social services boards, local pretrial services act and comprehensive community corrections act employees, and local health departments where a memorandum of understanding exists with the Virginia Department of Health.

2. Out of the appropriation for Supplements to Employee Compensation is included \$7,873,434 the second year from the general fund to support the costs associated with the salary increase provided in this paragraph."

Page 404, strike lines 1 through 47.

Page 405, strike lines 1 through 20.

Page 405, line 21, strike "S.1." and insert "V.1".

Page 405 line 29, after "paragraph" strike "S.1." and insert "V.1".

Explanation:

(This amendment includes \$38.1 million from the general fund the first year and \$4.7 million from the general fund the second year to expedite the salary adjustment proposed in the introduced budget for state employees and state supported local employees. The introduced budget proposed a 2% salary adjustment in the second year. The amendment proposes a 1% adjustment the first year and an additional 1% the second year.)
