

VIRGINIA DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

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**OCP**ERIODICAL  
Office of Compensation and Policy

**Pay Action Summary  
for the First Year of Comp Reform**

**Summary of Data**

<u>Pay Action</u>	<u># Statewide</u>	<u># Receiving Pay Adj.</u>	<u>Ave % Adj</u>
Promotion	1524	1488	13.23%
Voluntary Competitive Transfer	3727	1813	9.53%
Voluntary Non-Competitive Transfer	94	11	5.72%
Voluntary Demotion	124	57	-9.90%
Upward Role Change	2000	972	8.25%
Lateral Role Change	2026	151	7.36%
Downward Role Change	325	21	-5.39%
Competitive Offer	395	395	15.93%
Acting Pay	632	632	4.05%
In-band - Change in Duties	1474	1474	6.62%
In-band - Internal Alignment	2689	2689	6.62%
In-band - New KSAs, Competencies	927	927	7.79%
In-band - Retention	742	742	5.44%
Agencies also awarded over 500 In-band or Recognition Bonuses including:	# Statewide	Average Award	
In-band Bonus - Change in Duties	219	\$1122.00	
In-band Bonus - Internal Alignment	6	\$3081.00	
In-band Bonus - Retention	25	\$1969.00	
Recognition Bonus	278	\$269.00	

◆ The total number of pay actions statewide with effective dates from September 25, 2000 through

September 24, 2001 was approximately 18,000.

- ◆ 4,430 were multiple actions affecting 1,970 employees.
- ◆ The 17,207 actions displayed here represent the statewide activity level and outcome of key pay actions.
- ◆ Not shown but included in the statewide total are exceptional actions, temporary pay, temporary role changes, disciplinary demotions, sign-on, referral, and KSA bonuses, and reassignments within the band.

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The **OCP**ERIODICAL is a new communication tool that DHRM's Office of Compensation and Policy will use to provide agencies with topical information and data related to:

- Policy interpretations and policies under review.
- Statewide Pay Action statistics.
- Compensation news from the public and private sectors.
- New sources of Salary Reference Data
- Workforce Demographics
- Training opportunities
- Legislative Updates

#### **Compensation Training Coming Soon!**

- Basic
- Advanced
- Compensation for Supervisors and Managers



#### **About this Publication**

Our goal is to provide practical information that supports human resource objectives across the Commonwealth and to encourage innovative strategies in the management and delivery of agency services.

Tell us what you would like to see featured in upcoming issues by contacting the OCP consultant assigned to your agency or by email at [compensation@dhrm.state.va.us](mailto:compensation@dhrm.state.va.us)

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