

# New State Pay Plan

On September 25, 2000, state employees will crosswalk to the new compensation plan. The new plan simplifies the classification system and gives agencies greater flexibility in managing the compensation program to attract and retain qualified employees, reward sustained high performance, encourage employee growth and career development, and accomplish organizational objectives.

Remember, *the crosswalk will not affect your current salary.* Employees whose performance is rated as “meets expectations,” or above, will see a 3.25% pay increase in their December 16, 2000 paychecks.

PAY BANDS		
GRADE GROUP	NEW BAND	* NEW PAY RANGE
1, 2, 3	1	\$12,689-\$26,042
4, 5	2	\$16,577-\$34,021
6, 7, 8	3	\$19,811-\$40,659
9, 10, 11	4	\$25,881-\$53,116
12, 13, 14	5	\$33,811-\$69,391
15, 16, 17	6	\$44,171-\$90,653
18, 19, 20	7	\$57,706-\$118,432
21, 22, 23	8	\$75,387-\$154,719
Beyond Grade 23	9	\$98,486-market

\* Salaries reflect 11/25/99 rates

## Plan Features

- Performance:** Your performance will determine the amount of your pay increase. A simplified system of three performance ratings (“Extraordinary Contributor,” “Contributor” and “Below Contributor”) avoids the confusion associated with the five existing ratings.
- Pay Structure:** The span of a pay range will widen as 23 existing pay grades are collapsed into nine “pay bands.” As seen in the Program Support Technician example below, grades 6, 7 and 8 are collapsed into pay band 3. The overall pay range is the minimum of grade 6 to the maximum of grade 8, plus 10 percent. There are no steps within bands.
- Job Structure:** Your current, narrowly defined job classification will convert into a “role” as you crosswalk to your new pay band. A role is a broad set of duties, responsibilities, demonstrated competencies and qualifications. A single role encompasses several former job classifications. Your position is described in an “Employee Work Profile” that combines your position description and performance plan into one document.
- Pay Practices:** Agencies will have new flexibility to adjust your base pay for specific situations. This fall, you’ll receive information on the plan’s new pay practices.
- Career Growth:** Your broadly defined role and expanded pay band will give you the opportunity for career growth without having to change jobs. To help you chart your career, Agencies will develop career paths within each role which track to other roles; these paths will include supervisory career tracks as well as non-supervisory, technical career tracks.

## Crosswalk Example

Current Plan	New Plan	What This Means
<u>Job Class:</u> Program Support Tech	<u>Role:</u> Administrative and Program Specialist III	A group of similar positions representing different levels of work or career progression through a career group
<u>Work Title:</u> Program Assistant	<u>Work Title:</u> Program Assistant	Working title unchanged
<u>Pay Grade:</u> 6 (\$19,811-\$30,929)	<u>Pay Band:</u> 3 (\$19,811-\$40,659)	One of 9 bands. Pay band 3 combines current grades 6, 7 and 8
<u>Pay Step:</u> 10	<u>Step:</u> None	No steps in the new pay plan
<u>Salary:</u> \$26,464	<u>Salary:</u> \$26,464	No salary change in the crosswalk

September 2000

# The New Pay Plan Benefits YOU!

Pay tied to performance.....Higher performance can boost pay.  
Pay for increased skills.....Job-related training and education may be compensable.  
Flexible pay adjustments.....Your pay can be adjusted within a wide band rather than fixed steps.  
Career growth.....Grow in your career without having to change your position.

Look inside for important information:  
Pay Band Chart  
Plan Features  
Crosswalk Example (Program Support Technician)

Want More Information?  
[www.dhrm.state.va.us/compreform/comp.htm](http://www.dhrm.state.va.us/compreform/comp.htm)  
786-6468 or (toll free) 1-866-665-2735



## POCKET GUIDE TO COMPENSATION REFORM