

Mr. Chairman:

The Special Subcommittee on Job Class Regrades has met several times during the session to consider proposals to provide special salary increases for selected groups of state and state-supported local employees.

Let us say at the outset that the proposals contained in SB 800, as introduced, represent a major step forward in the compensation of state employees. This allowed us to approach our work from the point of fine-tuning rather than building from the ground up.

Today, we are recommending to you a package totaling almost \$31 million for eleven groups. Among these increases are: \$15.0 million to implement a career progression plan for corrections officers employed by the Departments of Corrections and Juvenile Justice, \$13.0 million for a career progression plan for local sheriffs' deputies, and \$2.2 million to provide competitive salary increases for teachers employed by the Department of Correctional Education. Another \$0.8 million is recommended for a series of smaller -- but no less important -- actions.

Fairness and consistency of treatment has been the key to our approach in arriving at our recommendations.

Fine-tuning is also the key to describing our recommendations regarding pilot programs. We reconfirm our commitment to test new approaches to the compensation of state employees through pilot programs. However, we feel that this authority should be limited if we are not to create special, privileged groups within the state's workforce. We are also concerned that an overly aggressive approach to expansive pilot programs will undermine the reform efforts of the Commission on Reform of the Classified Compensation Plan -- a joint effort of the Legislative and Executive Branches of government.

We are pleased to recommend to you a package that fully addresses the compensation issues before us. We hope it will be your pleasure to adopt them.

Respectfully Submitted,

The Honorable Richard J. Holland, Chairman

The Honorable Benjamin J. Lambert III,

The Honorable Walter A. Stosch

The Honorable William C. Wampler, Jr.

The Honorable Charles R. Hawkins

**SUBCOMMITTEE
SPREADSHEET
(SB 800)**

1999 Session Subcommittee Recommendations

Job Class Increase	1999-2000 GF
Sheriffs' Deputies Career Progression Plan	12,513,888
Sheriffs' Dispatchers Regrade	495,135
Sheriffs' Medical Staff Technical Correction	40,457
DOC: Corrections Officers' Career Progression Plan	13,213,407
DJJ: Corrections Officers' Career Progression Plan	1,812,468
Marine Patrol Officers' Career Progression Plan	129,580
DCE Correctional Education Teachers' Competitive Increases	2,246,026
Capitol Police Career Progression Plan	149,921
Game Wardens' Career Progression Plan	NGF
Attorney General's Competitive Compensation	168,446
Food Inspectors Regrade	160,589
Limitations on Pilot Programs	<u>Language</u>
TOTAL: Job Class Regrades	30,929,917