

Department of Planning and Budget 2016 Fiscal Impact Statement

1. Bill Number: SB36

House of Origin	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Carrico

3. Committee: Finance

4. Title: State Police, Department of; appointment of supervisory officers.

5. Summary: The proposed legislation establishes a career progression program based on years of satisfactory service for the Department of State Police. For State Troopers, the program provides for pay increases for those who progress to the rank of Senior Trooper after 10 years of service and a pay increase for those who progress to the rank of Master Trooper after 20 years of service. For Special Agents, the program provides for a salary increase after 10 years and a salary increase for those who progress to the rank of Senior Special Agent after 20 years of service. The bill prohibits a sworn employee of the Department from receiving more than two career progression salary increases, regardless of such employee's assignment or promotion to Special Agent.

6. Budget Amendment Necessary: Yes. Items 422, 423, and 424.

7. Fiscal Impact Estimates: Preliminary. See Items 7a and 8.

7a. Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2017	\$ 2,965,706	0	GF
2018	\$ 3,426,918	0	GF
2018	\$ 3,695,207	0	GF
2020	\$ 3,958,101	0	GF
2021	\$ 4,385,972	0	GF
2022	\$ 4,861,364	0	GF

8. Fiscal Implications: In order to implement a career progression program at the Department of State Police (Department), additional general fund support would be necessary. The bill does not specify the amount of the required pay increase. Therefore, for the purpose of estimating the impact of this bill, the pay increase is assumed to be 10 percent at each step specified in the bill.

The above projected career progression program cost estimate is based on the number of sworn personnel (State Troopers and Special Agents) eligible to be promoted in a given fiscal year based on their achievement of a 10 or 20 year service mark, which would qualify them to receive a 10 percent salary increase including fringe benefits. The fringe benefits calculation includes increases in the retirement plan contributions, federal Social Security and Medicare collections, group life

insurance premiums, retiree health insurance fund premiums, and Virginia sickness and disability/long-term disability insurance premiums.

Additionally, according to the Department, a 35 percent reduction to the annual program cost has been applied based upon the assumption that at any given time a sworn personnel status change may occur, such as retirement, resignation, promotion, and separation.

9. Specific Agency or Political Subdivisions Affected: Department of State Police.

10. Technical Amendment Necessary: None.

11. Other Comments: None.

Date: 2/4/2016-SB36.doc (LAJ)