



JEFFREY PALMORE
CHAIRMAN

ROBYN DE SOCIO
EXECUTIVE SECRETARY

STACI HENSHAW
JAMES ALEX
EX-OFFICIO MEMBERS

COMMONWEALTH OF VIRGINIA

Compensation Board

P.O. Box 710
Richmond, Virginia 23218-0710

February 21, 2025

MEMORANDUM

TO: Compensation Board Members
FROM: Robyn M. de Socio, Executive Secretary
RE: 2025 Conferees Report

Following is the summary of funding and language amendments recommended by the House Appropriations Committee and Senate Finance and Appropriations Committee Budget Conferees to the biennial budget funding proposals in HB1600 impacting Constitutional Officers and the Compensation Board. Also included is a summary of items proposed in the Governor's Budget Bill as introduced that remain unchanged, however items that are solely technical in nature are not listed.

FY25/FY26 Biennial Budget Bill (HB1600)

All Constitutional Officers

- A 3% across-the-board salary increase for constitutional officers, regional jail superintendents, finance directors and their Compensation Board funded employees, as well as state employees, included in the current biennial budget effective July 1, 2025, remains unchanged;
- Funding of \$130,716 in FY26, included in the Governor's introduced budget to support the additional cost of policy-based salary increases due to population increases for Constitutional Officers that met a population-based threshold in FY25 (technical; salary amounts already included in FY25 budgets), remains unchanged;
- Additional funding of \$83.1 million GF in the first year is provided to support a 1.5% salary bonus to state-supported local employees effective July 1, 2025 (i.e. constitutional officers, regional jail superintendents, finance directors and their Compensation Board funded employees), and to state employees effective June 16, 2025; and
- Additional funding is provided to support increases to the state's minimum wage to \$13.50 an hour, an annualized salary of \$28,080, starting January 1, 2026; impacts to Compensation Board funded positions in constitutional offices is minimal.

Sheriffs and Regional Jails

- Additional funding in FY26 included in the Governor's introduced budget to support an additional 9.3% salary adjustment for all Sheriff's dispatch positions was reduced by \$480k from \$1,355,002 to \$874,195, and language was revised to reflect an increase of 6% (in addition to the 3% across-the-board increase noted above) effective July 1, 2025;
- Language included in the introduced budget bill that would have withheld funding from local law enforcement agencies and/or jails for not complying with detainer requests from US Immigration and Customs Enforcement (ICE) or not communicating with ICE has been removed;

Jails

- Additional funding increases the current appropriation by \$100,000 GF in the second year to reimburse Nottoway County for their costs incurred in incarcerating residents of the Virginia Center for Behavioral Rehabilitation (VCBR) when they are transferred to Piedmont Regional Jail after having committed an offense at VCBR;
- Language is included that directs the Compensation Board, with the assistance of the Board of Local and Regional Jails and the Office of the Executive Secretary of the Supreme Court, to survey local and regional jails to identify the jail staffing and jail space impacts of making inmates available to appear in virtual court hearings from within jail facilities, and obtain information regarding the prevalence of virtual court hearings for inmates incarcerated in jails. A report of the findings and potential recommendations is due to the Governor's office and legislative money committees by June 30, 2026.

Commonwealth's Attorneys

- Additional funding of \$5,506,783 GF in the second year is provided to allocate 70 entry-level assistant commonwealth's attorney positions in accordance with current staffing standards to assist with anticipated workload increases resulting from implementation of HB2723/SB1466, and directs localities that funding for new positions may not supplant local funds provided for salaries. Budget language also requires that any unexpended amounts shall not revert to the general fund but shall be reappropriated to support anticipated expenses in the next biennium, and requires Commonwealth's Attorneys to report information regarding the workload directly associated with the implementation of the legislation upon the request of the Compensation Board;
- Additional funding of \$270,970 GF in the second year is provided to convert the Bath and Highland County Commonwealth's Attorneys' offices from part-time to full-time, effective July 1, 2025.

Circuit Court Clerks

- Additional funding of \$5,524,340 GF in the second year is provided to allocate 117 entry-level Deputy Clerk IV positions to assist with anticipated workload increases resulting from implementation of HB2723/SB1466, and directs localities that funding for new positions may not supplant local funds provided for salaries. Budget language also requires that any unexpended amounts shall not revert to the general fund but shall be reappropriated to support anticipated expenses in the next biennium, and requires Circuit Court Clerks to report information regarding the workload directly associated with the implementation of the legislation upon the request of the Compensation Board.

Treasurers, Finance Directors, and Commissioners of Revenue

- No program specific changes were included in the Conference Report or in the Governor's Budget Bill recommendations.

Administration

- A recommendation included in the Governor's introduced budget to fund \$126,986 in FY25 for implementation and \$26,621 in FY26 for ongoing maintenance and licensing fees related to the Compensation Board's public-facing website modernization project remains unchanged;
- Language modifies the position count table to reflect the new positions provided for Commonwealth's Attorneys' and Circuit Court Clerks' offices;
- Funding of \$137,175 GF the second year and 1.0 position for the Compensation Board is included to support increased administrative workload related to HB2723/SB1466 enactments that will be ongoing, and other administrative reports;

- Language is included that directs the Compensation Board to assess potential options for information to be provided to the General Assembly related to comparable state roles and compensation levels and local salary supplements, for employees in constitutional offices, in consultation with staff at the Department of Human Resources Management, Senate Finance and Appropriations Committee, House Appropriations Committee, and Department of Planning and Budget. A report with recommendations is due by October 1, 2026.

cc: Compensation Board Staff

The Honorable Lyn McDermid, Secretary of Administration

The Honorable Brad Nunnally, President, Virginia Sheriffs' Association

The Honorable Bryan Porter, President, Virginia Association of Commonwealth's Attorneys

The Honorable Jody Acosta, President, Treasurers' Association of Virginia

The Honorable Christopher Jones, President, Commissioners of the Revenue Association of Virginia

The Honorable Kelly Flannagan, President, Virginia Court Clerks' Association

Colonel Derek Almarode, President, Virginia Association of Regional Jails

Michelle Gowdy, Executive Director, Virginia Municipal League

Dean Lynch, Executive Director, Virginia Association of Counties

John Jones, Executive Director, Virginia Sheriffs' Association

Elizabeth Hobbs, Virginia Sheriffs' Association

Amanda Howie, Executive Director, Virginia Association of Commonwealth's Attorneys

Elliott Casey, Director, Commonwealth's Attorneys' Services Council

Alan Albert, O'Hagan Meyer

Carlos Hopkins, Gentry Locke

Patrice Lewis, Gentry Locke

Joseph Horbal, Legislative Coordinator, Commissioners of the Revenue Association of Virginia

Michael Edwards, Kemper Consulting

Dylan Bishop, Virginia Law Enforcement Sheriffs' Association

Janet Areson, Virginia Municipal League

Katie Boyle, Virginia Association of Counties

Kelly Richards, Analyst, Department of Planning and Budget