

## **JLARC Survey of Classified State Employees About Salaries and Benefits**

Between January and April 2008, JLARC staff surveyed classified State employees. The survey was administered on-line using JLARC staff's survey software. JLARC's Survey of State Employees asked classified employees to express their views about the salaries and benefits they receive. The survey covered seven major topics: overall job satisfaction, total compensation, salary, retirement benefits, health care benefits, leave benefits and other flexibilities, and employee preferences. The survey also included questions developed by Mercer to gauge the relative importance employees place on the various elements of total compensation.

Thirty-eight percent, or 21,696 of the 58,068 notified employees, responded to the survey. Responses by agency varied, though JLARC staff did not conduct analysis at a level that resulted in statistically insignificant sub-sets (e.g. female employees between 30 and 35 in the security services III job role with 10 to 15 years of service).

Some of the questions involve a skip pattern. For example, employees who selected either "Dissatisfied" or "Very dissatisfied" for a question had additional questions posed for further clarification as to the reasoning behind the dissatisfaction. For employees that selected "Very satisfied", "Satisfied", "Neither satisfied nor dissatisfied", or "Don't know", the survey software skipped the follow-up question. Therefore, not all questions in the survey were answered by all participating employees, which accounts for the variation in the number of responses for each question.

Some questions also allowed respondents to select more than one response. In these instances, the totals in the percent column will not total 100 percent and are noted in the document. For these questions, because multiple selections could be made, the total count represents the number of employees answering the question, rather than the summation of the responses.

Mercer developed 13 questions to ascertain the relative importance employees placed on various elements of total compensation. Each question presented employees with four elements of total compensation and asks the employee to indicate which of the elements is most important to them and which is the least important. The more times an employee selected a compensation element as most important, the greater the relative importance score.

**What type of employee are you?  
(21824 Responses)**

Option	Count	Percent
I am a salaried, classified State employee	21696	99.4%
I am not a salaried, classified State employee	128	0.6%
Total:	21824	100%

**Overall Job Satisfaction**

**Overall, how satisfied are you with your current job?  
(21683 Responses)**

Option	Count	Percent
Very satisfied	4147	19.1%
Satisfied	11661	53.8%
Neither satisfied nor dissatisfied	3351	15.5%
Dissatisfied	2103	9.7%
Very dissatisfied	421	1.9%
Total:	21683	100%

**To what extent is your compensation (salary and benefits) the reason you are dissatisfied?  
(2521 Responses)**

Option	Count	Percent
Compensation is the only reason I am dissatisfied	194	7.7%
Compensation is one of the main reasons, but there are also other reasons	1288	51.1%
Compensation is one of several reasons I am dissatisfied, but not the main reason	780	30.9%
Compensation plays no role in my dissatisfaction	259	10.3%
Total:	2521	100%

**At the present time, are you seriously thinking of leaving your current job?  
(21672 Responses)**

Option	Count	Percent
Yes	6288	29.0%
No	15384	71.0%
Total:	21672	100%

**What is the primary reason you are thinking of leaving your current job?  
(6285 Responses)**

Option	Count	Percent
Current salary is inadequate	2421	38.5%
Other employers offer better salaries	700	11.1%
Other employers offer better retirement benefits	52	0.8%
Other employers offer better health benefits	17	0.3%
Other employers offer better leave / time off benefits	5	0.1%
Poor management and/or supervisor at current job	930	14.8%
Do not like job responsibilities and/or work conditions	155	2.5%
Lack of career path and/or career progression	600	9.5%
Do not feel appreciated/valued	395	6.3%
High workload or stress	420	6.7%
Schedule difficulties / shift work	27	0.4%
Looking for something new / change of career	219	3.5%
Non-work reasons (for example, health issues, moving because spouse has new job, etc.)	77	1.2%
Other	268	4.3%
<b>Total:</b>	<b>6286</b>	<b>100%</b>

**Why did you choose to work for the State? (Select up to 3.)  
(21682 Responses)**

Option	Count	Percent
I was offered a good salary for what I was expected to do	1896	8.7%
The health care benefits were attractive	7555	34.8%
The retirement benefits were attractive	5589	25.8%
The leave / time off benefits were attractive	5415	25.0%
I valued the stability and security of State service	9989	46.1%
I believed in my agency's mission	3707	17.1%
I thought I would have the flexibility to balance work demands with those in my personal life	3040	14.0%
The State offered good opportunities for career development	2612	12.0%
The job was in a convenient location	3503	16.2%
The job was the best fit for my skills/interests	5908	27.2%
It was the best option given other available opportunities	3737	17.2%
Other	1387	6.4%
<b>Total:</b>	<b>54338</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

**When deciding to work for the State, what other employers did you consider?  
(21581 Responses)**

Option	Count	Percent
Federal government	7120	33.0%
Other state governments	4332	20.1%
Local governments	7274	33.7%
Private sector employers	14136	65.5%
Non-profit employers	2374	11.0%
Only looked for Virginia State government jobs	1681	7.8%
Can't remember / don't know	1983	9.2%
<b>Total:</b>	<b>38900</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

**Why do you continue to work for the State?  
(21671 Responses)**

Option	Count	Percent
I receive a good salary for what I am expected to do	1873	8.6%
The health care benefits are attractive	7209	33.3%
The retirement benefits are attractive	6418	29.6%
The leave / time off benefits are attractive	6832	31.5%
I appreciate the stability and security of State service	7313	33.7%
I believe in my agency's mission	3593	16.6%
I enjoy the nature of my work and work environment	7123	32.9%
I enjoy the flexibility to balance work demands with those in my personal life	3593	16.6%
The State offers good opportunities for career development	922	4.3%
My job is in a convenient location	3396	15.7%
My job is the best fit for my skills/interests	2964	13.7%
My current job is the best option given other available opportunities	1984	9.2%
I have not been able to find another job	1139	5.3%
It's too hard and/or risky to try to change jobs	1953	9.0%
Other	1231	5.7%
<b>Total:</b>	<b>57543</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

Please indicate the degree to which you agree or disagree with the following statements:  
(21651 Responses)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My job gives me the opportunity to do challenging and interesting work.	4818 (22.21%)	11492 (52.98%)	3558 (16.40%)	1378 (6.35%)	405 (1.87%)
I like the day-to-day work environment at my agency.	3424 (15.79%)	10984 (50.64%)	4224 (19.47%)	2245 (10.35%)	759 (3.50%)
I believe I have the opportunity for growth and development at my agency.	1528 (7.04%)	6186 (28.52%)	5639 (26.00%)	5544 (25.56%)	2687 (12.39%)
I would recommend my agency to others as a good place to work.	2433 (11.22%)	9275 (42.76%)	5987 (27.60%)	2648 (12.21%)	1234 (5.69%)
At my agency, employees are able to maintain a healthy balance between their work and personal lives.	2665 (12.29%)	10924 (50.36%)	4889 (22.54%)	2342 (10.80%)	797 (3.67%)
I feel a strong sense of commitment to my agency.	4521 (20.84%)	10200 (47.02%)	4924 (22.70%)	1442 (6.65%)	543 (2.50%)
I believe that I have a long-term future with my agency.	3201 (14.76%)	8938 (41.21%)	6010 (27.71%)	2384 (10.99%)	1048 (4.83%)
I am compensated fairly, given my performance and contributions to my agency.	945 (4.36%)	5081 (23.42%)	4521 (20.84%)	7150 (32.96%)	3918 (18.06%)
Employees at my agency are treated with dignity and respect.	2174 (10.02%)	8582 (39.56%)	5681 (26.19%)	3506 (16.16%)	1685 (7.77%)

## Total Compensation

Overall, how satisfied are you with your salary and benefits?  
(21388 Responses)

Option	Count	Percent
Very satisfied	1309	6.1%
Satisfied	8119	38.0%
Neither satisfied nor dissatisfied	4555	21.3%
Dissatisfied	6020	28.1%
Very dissatisfied	1385	6.5%
Total:	21388	100%

Please rate your satisfaction with each of the following elements of your salary and benefits:  
(21635 Responses)

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Don't Know
Your current salary	669 (3.08%)	5811 (26.79%)	4167 (19.21%)	7417 (34.19%)	3556 (16.39%)	14 (0.06%)
Potential for bonuses or other cash awards	168 (0.77%)	1346 (6.21%)	4147 (19.12%)	7028 (32.40%)	7531 (34.72%)	1258 (5.80%)
Health insurance (e.g., COVA Care, Kaiser Permanente)	2765 (12.75%)	11498 (53.01%)	3926 (18.10%)	2219 (10.23%)	695 (3.20%)	420 (1.94%)
Flexible spending accounts (i.e., Medical Reimbursement and/or Dependent Care Accounts)	1529 (7.05%)	6553 (30.21%)	8003 (36.90%)	666 (3.07%)	344 (1.59%)	4409 (20.33%)
VRS retirement plan	2693 (12.42%)	11636 (53.64%)	4179 (19.27%)	1792 (8.26%)	723 (3.33%)	605 (2.79%)
Deferred compensation retirement plan (457 plan)	2341 (10.79%)	10268 (47.34%)	5104 (23.53%)	1155 (5.32%)	331 (1.53%)	2346 (10.82%)
Retiree health care coverage	522 (2.41%)	3288 (15.16%)	5402 (24.90%)	3456 (15.93%)	3348 (15.43%)	5535 (25.52%)
Life insurance	1665 (7.68%)	11827 (54.52%)	5495 (25.33%)	1114 (5.14%)	389 (1.79%)	1123 (5.18%)
Disability program	1684 (7.76%)	9719 (44.81%)	5945 (27.41%)	1130 (5.21%)	524 (2.42%)	2530 (11.66%)
Annual leave and paid holidays	6550 (30.20%)	12938 (59.65%)	1302 (6.00%)	610 (2.81%)	218 (1.01%)	17 (0.08%)
Sick and personal leave	5322 (24.54%)	12918 (59.55%)	1770 (8.16%)	1190 (5.49%)	368 (1.70%)	36 (0.17%)
Work/life balance	2892 (13.33%)	11306 (52.12%)	4352 (20.06%)	1890 (8.71%)	857 (3.95%)	265 (1.22%)
Opportunities for advancement/promotion	595 (2.74%)	4567 (21.05%)	5965 (27.50%)	5389 (24.84%)	4589 (21.16%)	504 (2.32%)

You indicated in the previous question that you are dissatisfied with your current salary. What specific aspects of your salary are you most dissatisfied with?  
(10970 Responses)

Option	Count	Percent
My salary is not competitive with what other employers offer	5127	46.7%
My salary is not adequate considering my experience and responsibilities	6650	60.6%
My salary is not adequate considering my work environment and/or the level of risk I face on the job	1872	17.1%
Annual salary increases are not adequate	4578	41.7%
Annual salary increases are not based on my performance	2737	24.9%
I don't feel I have the ability to increase my salary, even when I gain new skills, training, or responsibilities	3989	36.4%
My salary does not allow me to afford my basic living expenses	1812	16.5%
New employees with less experience make the same as, or more than, I do	3856	35.2%
I am not adequately compensated for overtime	468	4.3%
Other	188	1.7%
Total:	31277	*See note

\*Total does not equal 100% because employees could choose more than one answer.

You indicated in a previous question that you are dissatisfied with your health insurance. What specific aspects of your health insurance are you most dissatisfied with?  
(2912 Responses)

Option	Count	Percent
Premium costs are too high	1552	53.3%
Copayments (amount you pay for physician visits and prescription drugs) are too high	1911	65.6%
Deductibles and coinsurance (amount you pay based on the actual cost of services for lab work, x-rays, and other diagnostic tests) are too high	1901	65.3%
Coverage / range of medical benefits is not comprehensive enough	604	20.7%
Coverage / range of dental, vision, and/or hearing benefits is not comprehensive enough	851	29.2%
Choice of doctors and hospitals is too limited	122	4.2%
Choice of health plans is too limited	441	15.1%
Other	175	6.0%
	Total: 7557	*See note

\*Total does not equal 100% because employees could choose more than one answer.

You indicated in a previous question that you are dissatisfied with some aspect of your retirement benefits. What specific aspects of your retirement benefits are you most dissatisfied with?  
(7835 Responses)

Option	Count	Percent
Age requirements for full retirement	1201	15.3%
Years of service requirements for full retirement	1567	20.0%
Benefit amount in retirement	3870	49.4%
Retiree health insurance credit amount	4299	54.9%
Health care coverage in retirement	5605	71.5%
Employer match for the Deferred Compensation plan	1601	20.4%
Hazardous duty supplement (SPORS and eligible VaLORS members)	363	4.6%
Special disability and death benefits (SPORS and VaLORS members)	104	1.3%
Other	322	4.1%
	Total: 18932	*See note

\*Total does not equal 100% because employees could choose more than one answer.

You indicated in a previous question that you are dissatisfied with your leave benefits. What specific aspects of your leave benefits are you most dissatisfied with?  
(1864 Responses)

Option	Count	Percent
I am not provided enough leave	764	41.0%
I am unable to use the leave provided to me due to work demands or inadequate staffing levels	537	28.8%
I lose sick leave that I don't use each year	900	48.3%
I lose annual leave that I don't use each year	211	11.3%
I lose family and personal or other leave I was allotted each year	413	22.2%
I do not have enough choice or flexibility within the current leave structure	544	29.2%
I would like the flexibility to trade the time off I receive for State holidays for time off on other days	361	19.4%
Other	352	18.9%
	Total: 4082	*See note

\*Total does not equal 100% because employees could choose more than one answer.

## Salary

Please indicate the degree to which you agree with the following statements about your salary:  
(21601 Responses)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Dis- agree
The salary was an attractive part of the compensation package offered to me when I accepted my current job with the State.	825 (3.80%)	6915 (31.89%)	6418 (29.60%)	5808 (26.78%)	1602 (7.39%)
I continue to work for the State because my salary is appropriate based on my work responsibilities, experience, and work environment.	446 (2.06%)	3954 (18.23%)	5550 (25.59%)	8841 (40.77%)	2735 (12.61%)
My current salary motivates me to efficiently and effectively perform my job responsibilities.	541 (2.49%)	4357 (20.09%)	7897 (36.42%)	6692 (30.86%)	2019 (9.31%)
My current salary allows me to pay for my <u>basic</u> living expenses (food, housing, transportation, child care, and health care).	1467 (6.77%)	10628 (49.01%)	3932 (18.13%)	4124 (19.02%)	1451 (6.69%)
My current salary allows me to pay for my desired standard of living, beyond just basic living expenses.	427 (1.97%)	3891 (17.94%)	4640 (21.40%)	8954 (41.29%)	3641 (16.79%)
My current salary allows me to save for future needs and unexpected future expenses.	293 (1.35%)	2584 (11.92%)	4022 (18.55%)	9471 (43.68%)	5172 (23.85%)

Are you financially responsible for anyone other than yourself?  
(12745 Responses)

Option	Count	Percent
Yes	9263	72.7%
No	3482	27.3%
Total:	12745	100%

How much of your total household income comes from your State salary?  
(12779 Responses)

Option	Count	Percent
All of my household income comes from my State salary	4885	38.2%
Most, but not all, of my household income comes from my State salary	3613	28.3%
About half of my household income comes from my State salary	2591	20.3%
Less than half of my household income comes from my State salary	1690	13.2%
Total:	12779	100%

**Where does the rest of your household income come from?  
(7884 Responses)**

Option	Count	Percent
Income from someone else living in my household (spouse, parent, child, etc.)	6639	84.2%
Income from my other job	1643	20.8%
Child support and/or alimony	324	4.1%
Public assistance (i.e., TANF, Food Stamps, etc.)	42	0.5%
Borrowing / use of credit cards	1668	21.2%
Military pension	301	3.8%
Other	724	9.2%
<b>Total:</b>	<b>11341</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

**What is the main reason you work another job?  
(1639 Responses)**

Option	Count	Percent
To help pay for <u>basic</u> living expenses (food, housing, transportation, child care, and health care) that aren't covered by my State salary	1006	61.4%
To pay for other discretionary expenses, such as entertainment, travel, etc.	241	14.7%
To save for unexpected or future needs	302	18.4%
I enjoy working a second job	29	1.8%
Other	61	3.7%
<b>Total:</b>	<b>1639</b>	<b>100%</b>

## Retirement Benefits

**Which of the following VRS retirement plans are you currently a member of? [Select one.]  
(21654 Responses)**

Option	Count	Percent
VRS State Employees' Plan	19644	90.7%
Judicial Retirement System (JRS)	7	0.0%
Virginia Law Officers Retirement System (VaLORS)	784	3.6%
State Police Officers Retirement System (SPORS)	598	2.8%
I'm not sure	621	2.9%
<b>Total:</b>	<b>21654</b>	<b>100%</b>

**Do you currently participate in the State's Deferred Compensation (457) supplemental retirement savings program?  
(21659 Responses)**

Option	Count	Percent
Yes	14171	65.4%
No	6000	27.7%
I'm not sure	1488	6.9%
<b>Total:</b>	<b>21659</b>	<b>100%</b>

**What is the primary reason you do not participate in the State's Deferred Compensation (457) supplemental retirement savings program?  
(5983 Responses)**

Option	Count	Percent
I have a defined benefit through VRS	167	2.8%
I have adequate personal savings from other sources	233	3.9%
I do not understand this program	470	7.9%
I was not aware of this program	355	5.9%
I cannot afford to contribute to the plan	2891	48.3%
The employer match is too low	342	5.7%
Investment fees are too high	10	0.2%
I would not be comfortable making investment decisions	171	2.9%
No reason	703	11.7%
Other	641	10.7%
<b>Total:</b>	<b>5983</b>	<b>100%</b>

**How would you rate your general level of familiarity with the following elements of the State's retirement benefits package?  
(21410 Responses)**

	Very Familiar		Somewhat Familiar		Not at All Familiar	
VRS Retirement plan	5998	(27.97%)	13702	(63.91%)	1712	(7.98%)
Deferred Compensation / 457 plan	6480	(30.22%)	11090	(51.72%)	3604	(16.81%)
Retiree Health Insurance Credit program	2051	(9.57%)	7102	(33.12%)	11938	(55.68%)

**Which of the following best describes when you will first be eligible to retire from the State with full VRS benefits?  
(21669 Responses)**

Option	Count	Percent
I am currently eligible to retire	2519	11.6%
Fewer than 2 years until I am eligible to retire	902	4.2%
2 to 5 years until I am eligible to retire	2344	10.8%
6 to 10 years until I am eligible to retire	3760	17.4%
More than 10 years until I am eligible to retire	11294	52.1%
I'm not sure when I'm eligible to retire	852	3.9%
<b>Total:</b>	<b>21671</b>	<b>100%</b>

**If you are currently eligible to retire, what is the primary reason you are still working for the State?**  
(2511 Responses)

Option	Count	Percent
I cannot afford the cost of health care in retirement	1153	45.9%
I cannot afford to retire (for reasons besides the cost of health care)	794	31.6%
I enjoy my job	351	14.0%
Other	213	8.5%
<b>Total:</b>	<b>2511</b>	<b>100%</b>

**When you retire, will you most likely:**  
(2453 Responses)

Option	Count	Percent
Stop working altogether	803	32.7%
Seek other employment	1650	67.3%
<b>Total:</b>	<b>2453</b>	<b>100%</b>

**When you are eligible for full retirement, will you most likely:**  
(3243 Responses)

Option	Count	Percent
Retire and stop working altogether	251	7.7%
Retire and seek other employment	886	27.3%
Not retire immediately because you may not be able to afford it	1000	30.8%
Not retire immediately specifically because of the cost of health care	885	27.3%
Not retire immediately because you enjoy your job	142	4.4%
Other	79	2.4%
<b>Total:</b>	<b>3243</b>	<b>100%</b>

**When you first retire from the State, what sources of income do you plan to rely on?**  
(5759 Responses)

Option	Count	Percent
My VRS retirement benefit	5366	93.2%
Savings in my Deferred Compensation (457) plan account	2658	46.2%
VRS retiree health insurance credit	1565	27.2%
Social Security benefits	3070	53.3%
Personal savings	2199	38.2%
Pension from another employer	468	8.1%
Spouse's employment income	1210	21.0%
Spouse's retirement income	1284	22.3%
Part-time, hourly State job	559	9.7%
Another job or self-employment	2823	49.0%
Veterans benefits	227	3.9%
Haven't thought about it / I don't know	150	2.6%
<b>Total:</b>	<b>21579</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

Please estimate the proportion of your future retirement income (not current salary) that you think might come from your VRS benefit.  
(5741 Responses)

Option	Count	Percent
All	527	9.2%
Most, but not all	1729	30.1%
About half	2017	35.1%
Less than half	1469	25.6%
Total:	5742	100%

When you first retire from the State, how do you expect to obtain health insurance?  
(5758 Responses)

Option	Count	Percent
One of the State's health care plans for individuals under age 65	2969	51.6%
One of the State's health care plans for individuals over age 65	1410	24.5%
Spouse's health care plan	884	15.4%
Medicare	1584	27.5%
Privately purchased health insurance	643	11.2%
Another employer's health care plan	356	6.2%
Veterans benefits	325	5.6%
I don't expect to be able to afford health insurance	451	7.8%
Haven't thought about it / I don't know	346	6.0%
Other	95	1.6%
Total:	9063	*See note

\*Total does not equal 100% because employees could choose more than one answer.

In your opinion, which of the following sources of income should be sufficient to allow most employees to retire when they become eligible?  
(21579 Responses)

Option	Count	Percent
The VRS benefit alone	3819	17.7%
The VRS benefit combined with Social Security	5581	25.9%
The VRS benefit combined with Social Security and personal savings	9933	46.0%
I'm not sure	2246	10.4%
Total:	21579	100%

Please indicate the extent to which you agree with the following statements about your retirement benefits:  
(21575 Responses)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
The retirement plan played a significant role in my decision to come to work for the State.	1748 (8.07%)	7019 (32.40%)	6330 (29.22%)	4540 (20.96%)	1642 (7.58%)	283 (1.31%)
The retirement plan plays a significant role in my decision to continue working for the State.	3258 (15.04%)	9935 (45.86%)	4386 (20.25%)	2732 (12.61%)	1061 (4.90%)	203 (0.94%)
The minimum age and years of service requirements for retiring from the State with full VRS benefits will allow me to retire at about the right time.	916 (4.23%)	6936 (32.02%)	5820 (26.87%)	4652 (21.48%)	1652 (7.63%)	1522 (7.03%)
The retirement benefit will be sufficient for me to afford retirement before Social Security age.	188 (0.87%)	939 (4.33%)	3296 (15.22%)	8598 (39.69%)	6470 (29.87%)	2017 (9.31%)

When you came to work for the State, what was the most attractive provision of the retirement plan?  
(8724 Responses)

Option	Count	Percent
The VRS retirement benefit is guaranteed	7338	84.1%
I do not have to pay into the plan to receive my VRS benefit	4542	52.1%
The minimum age requirement for receiving full retirement benefits	1454	16.7%
The minimum years of service requirement for receiving full retirement benefits	1246	14.3%
The amount that I will receive from the VRS benefit when I retire	1016	11.6%
The retiree health insurance credit program	574	6.6%
Ability to participate in one of the State's health care plans in retirement	2100	24.1%
Portability of VRS benefit between the State and local employers	796	9.1%
The option to participate in the Deferred Compensation plan	1579	18.1%
Hazardous duty supplement (SPORS and eligible VaLORS members)	249	2.9%
Special disability and death benefits (SPORS and VaLORS members)	206	2.4%
Total:	21100	*See note

\*Total does not equal 100% because employees could choose more than one answer.

**Which of the following best describes why the retirement plan has been an incentive for you to remain employed by the State?  
(13140 Responses)**

Option	Count	Percent
I have a high number of years of service in VRS	6836	52.0%
I do not have to pay into the plan in order to receive my benefit	6054	46.1%
The VRS benefit will be my primary source of retirement income	5763	43.9%
I want to become vested in the plan	2048	15.6%
The retiree health insurance credit program	1033	7.9%
Ability to participate in one of the State's health care plans in retirement	3336	25.4%
The option to participate in the Deferred Compensation plan	2978	22.7%
Ability to purchase other public service	640	4.9%
Hazardous duty supplement (SPORS and eligible VaLORS members)	515	3.9%
Special disability and death benefits (SPORS and VaLORS members)	167	1.3%
The other benefits I receive through VRS (e.g., life insurance, possible disability benefits, etc.) are important to me	2906	22.1%
Other	455	3.5%
<b>Total:</b>	<b>32731</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

## Health Benefits

**Are you enrolled in one of the State's health insurance plans?  
(21685 Responses)**

Option	Count	Percent
Yes	20112	92.7%
No	1573	7.3%
<b>Total:</b>	<b>21685</b>	<b>100%</b>

**What is the primary reason why you are not enrolled in one of the State's health insurance plans?  
(1555 Responses)**

Option	Count	Percent
I am enrolled in another plan that is more comprehensive	515	33.1%
I am enrolled in another plan that is cheaper	306	19.7%
I am enrolled in another plan for other reasons	652	41.9%
I cannot afford the premiums	74	4.8%
I do not think health insurance is necessary / I am not enrolled in any plan	8	0.5%
<b>Total:</b>	<b>1555</b>	<b>100%</b>

Have you considered enrolling in the State's high deductible health plan (COVA HDHP), which currently has no monthly premiums?  
(1533 Responses)

Option	Count	Percent
Yes	121	7.9%
No	1412	92.1%
Total:	1533	100%

Which plan are you enrolled in?  
(20057 Responses)

Option	Count	Percent
COVA Care (including basic, expanded dental, vision, hearing, or out-of-network options)	18810	93.8%
COVA High Deductible Health Plan (HDHP)	385	1.9%
Kaiser HMO (only available in Northern Virginia)	359	1.8%
I'm not sure	505	2.5%
Total:	20059	100%

Beginning in 2006, the State offered employees a choice of enrolling in a high deductible health plan (COVA HDHP). Which of the following statements describe(s) your perspective on this option?  
(19621 Responses)

Option	Count	Percent
I am not aware of, do not understand, or do not have enough information about this plan	4893	24.9%
I cannot afford a high deductible in the case of an emergency	7745	39.5%
A high deductible plan does not make sense given my high out-of-pocket expenses	6172	31.5%
I feel safer with a traditional health insurance plan / I would feel vulnerable to high medical bills under a high-deductible plan	10255	52.3%
I would consider enrolling if the State contributed to a health savings account on my behalf	1963	10.0%
I do not see any advantages to this plan	5046	25.7%
Other	527	2.7%
Total:	36601	*See note

\*Total does not equal 100% because employees could choose more than one answer.

Who is covered under your health insurance plan with the State?  
(20095 Responses)

Option	Count	Percent
Only me	7914	39.4%
Me plus one family member	5594	27.8%
Me plus two or more family members	6587	32.8%
Total:	20095	100%

**Do you have a spouse covered under your health insurance plan with the State?  
(12168 Responses)**

Option	Count	Percent
Yes	10128	83.2%
No	2041	16.8%
Total:	12169	100%

**Does your spouse qualify for health insurance through her/his job?  
(10105 Responses)**

Option	Count	Percent
Yes	4905	48.5%
No	4867	48.2%
I'm not sure	334	3.3%
Total:	10106	100%

**Which provisions of your health insurance plan are most important to you?  
(20088 Responses)**

Option	Count	Percent
My premium costs	11414	56.8%
My deductibles and coinsurance (amount you pay based on the actual cost of services for lab work, x-rays, and other diagnostic tests)	10139	50.5%
My copayments (amount you pay for physician visits and prescription drugs)	11193	55.7%
Plan's comprehensiveness / range of benefits	6741	33.6%
Choice of doctors / hospitals	7791	38.8%
Being able to cover family members on my plan	6644	33.1%
Having a choice of health plans	1400	7.0%
Other	229	1.1%
Total:	55551	*See note

\*Total does not equal 100% because employees could choose more than one answer.

Please indicate the extent to which you agree with the following statements about your health benefits:  
(20023 Responses)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
The State's health insurance benefits played a significant role in my decision to come work for the State.	2309 (11.50%)	8971 (44.67%)	5356 (26.67%)	2897 (14.43%)	489 (2.43%)
The State's health insurance benefits play a significant role in my decision to continue to work for the State.	3344 (16.65%)	10433 (51.95%)	3994 (19.89%)	1909 (9.51%)	343 (1.71%)
The State's wellness and disease management benefits encourage me to maintain and/or improve my health.	1128 (5.62%)	7146 (35.58%)	8724 (43.44%)	2417 (12.04%)	511 (2.54%)
My State health insurance plan covers the health services and medications I need.	1883 (9.38%)	12912 (64.29%)	3493 (17.39%)	1422 (7.08%)	252 (1.25%)
I can afford my portion of the health insurance premium costs based on my income and expenses.	1380 (6.87%)	11334 (56.44%)	4573 (22.77%)	2247 (11.19%)	407 (2.03%)
I can generally afford my out-of-pocket costs for health services and medications (i.e., deductible, copayments, and coinsurance).	1012 (5.04%)	10951 (54.53%)	4105 (20.44%)	3256 (16.21%)	645 (3.21%)
My portion of the health insurance premium costs is fair and reasonable.	1352 (6.73%)	9792 (48.76%)	5689 (28.33%)	2646 (13.18%)	469 (2.34%)

You indicated that you disagree that your wellness and disease management benefits encourage you to maintain or improve your health. Why is this?  
(2919 Responses)

Option	Count	Percent
I am not aware of any wellness and disease management programs	607	20.8%
I am not interested in the types of wellness and disease management activities that are offered and/or the programs do not meet my needs	687	23.5%
I prefer to handle my disease management with my personal doctor and/or do not wish to share this information with others	1071	36.7%
There are not good incentives or rewards to participate in the wellness or disease management programs or make healthy decisions	751	25.7%
I do not need an incentive to try to stay healthy	1162	39.8%
Other	293	10.0%
	<b>Total: 4571</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

**Which, if any, of the following services have you gone without in the past year because you could not afford the out-of-pocket costs?  
(3887 Responses)**

Option	Count	Percent
Doctor's visit	2049	52.7%
Medication for a specific illness or episode	1337	34.4%
Daily medication for an ongoing health problem	1139	29.3%
Emergency services for an illness or injury	862	22.2%
Physical or other therapy	1292	33.2%
Medical equipment, devices, or appliances	603	15.5%
Other	632	16.3%
None	623	16.0%
<b>Total:</b>	<b>8537</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

**Why do you disagree that your premium costs are fair and reasonable?  
(3111 Responses)**

Option	Count	Percent
My premium costs increase at a faster rate than my salary	2589	83.2%
I think it is unfair that the State contributes more for employees who have family members covered by their health plan	422	13.6%
I believe premium costs should be related to whether I make healthy decisions	457	14.7%
I think my premium costs are too high	2076	66.7%
Other	267	8.6%
<b>Total:</b>	<b>5811</b>	<b>*See note</b>

\*Total does not equal 100% because employees could choose more than one answer.

## Leave Benefits

**Do you participate in the Virginia Sickness and Disability Plan (VSDP)?  
(21565 Responses)**

Option	Count	Percent
Yes	16142	74.9%
No	4672	21.7%
I'm not sure	753	3.5%
<b>Total:</b>	<b>21567</b>	<b>100%</b>

Please indicate the degree to which you agree or disagree with the following statements:  
(21578 Responses)

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
The State's leave benefits played a significant role in my decision to work for the State.	2204 (10.19%)	9276 (42.88%)	6480 (29.96%)	3093 (14.30%)	527 (2.44%)
My leave benefits play a significant role in my decision to continue to work for the State.	3098 (14.32%)	11361 (52.52%)	4684 (21.66%)	2042 (9.44%)	353 (1.63%)
My leave benefits are important for my morale and productivity.	5369 (24.82%)	11782 (54.47%)	3309 (15.30%)	935 (4.32%)	133 (0.61%)
I am generally able to utilize the leave provided to me when I need or want to.	4749 (21.96%)	13190 (60.98%)	1785 (8.25%)	1392 (6.44%)	440 (2.03%)
The current leave structure provides sufficient choice and flexibility based on my needs.	3426 (15.84%)	13238 (61.20%)	3137 (14.50%)	1400 (6.47%)	334 (1.54%)
The amount of leave I receive is reasonable to help me balance my work / life demands.	3329 (15.39%)	12826 (59.30%)	3225 (14.91%)	1768 (8.17%)	380 (1.76%)

Why are you unable to utilize the leave provided to you?  
(1829 Responses)

Option	Count	Percent
Agency workload does not permit me to take sufficient time away from work	1461	79.9%
My supervisor does not approve leave when requested	417	22.8%
I may have sufficient leave in one category (e.g., sick leave) but not another (e.g., community service)	302	16.5%
I do not typically need to use as much leave as is provided to me	137	7.5%
I am discouraged from using my leave	541	29.6%
Other	315	17.2%
Total:	3173	*See note

\*Total does not equal 100% because employees could choose more than one answer.

Why do you disagree that the amount of leave is reasonable to allow you to balance your work / life demands?  
(2145 Responses)

Option	Count	Percent
I do not receive enough leave given my current workload and stress level	1151	53.7%
Non-work aspects of my life (family commitments, illnesses, etc.) often require more leave than what I am provided	1230	57.3%
Other	476	22.2%
Total:	2857	*See note

\*Total does not equal 100% because employees could choose more than one answer.

Please indicate your level of interest in participating in the following benefits or flexibilities:  
(21061 Responses)

	Very Interested	Somewhat Inter- ested	Not At All Interested	Don't Know
Tuition reimbursement	7210 (33.37%)	6347 (29.37%)	6594 (30.52%)	910 (4.21%)
Assistance with repaying student loans	4840 (22.40%)	2853 (13.20%)	11769 (54.47%)	1128 (5.22%)
Child care subsidy	3106 (14.37%)	2450 (11.34%)	13687 (63.34%)	1053 (4.87%)
Transportation subsidy	6114 (28.30%)	5893 (27.27%)	7443 (34.45%)	1239 (5.73%)
Eldercare assistance	3512 (16.25%)	6523 (30.19%)	8659 (40.07%)	1652 (7.65%)
Telecommuting	8359 (38.68%)	5182 (23.98%)	5938 (27.48%)	1307 (6.05%)
Flexible / part-time work schedules	8266 (38.25%)	6353 (29.40%)	5179 (23.97%)	1112 (5.15%)

### Mercer Questions About Importance of Elements of Total Compensation

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Retiree health care coverage	Salary	Health insurance (e.g., COVA Care, Kaiser Permanente)	Work/life balance
Most Important	2716 (12.52%)	15356 (70.79%)	1834 (8.45%)	1788 (8.24%)
Least Important	6798 (31.34%)	545 (2.51%)	2081 (9.59%)	12270 (56.56%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Salary	Potential for bonuses and other cash awards	Opportunities for advancement / promotion	Deferred compensation retirement plan (457 plan)
Most Important	17602 (81.15%)	681 (3.14%)	2696 (12.43%)	715 (3.30%)
Least Important	98 (0.45%)	10464 (48.24%)	4658 (21.47%)	6474 (29.85%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Potential for bonuses and other cash awards	Health insurance (e.g., COVA Care, Kaiser Permanente)	Flexible spending accounts	Life insurance
Most Important	3932 (18.13%)	16169 (74.54%)	238 (1.10%)	1355 (6.25%)
Least Important	4691 (21.63%)	548 (2.53%)	13506 (62.26%)	2949 (13.59%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Health insurance (e.g., COVA Care, Kaiser Permanente)	Opportunities for advancement / promotion	VRS retirement plan	Sick and personal leave
Most Important	8849 (40.79%)	3113 (14.35%)	7540 (34.76%)	2192 (10.11%)
Least Important	1861 (8.58%)	12220 (56.33%)	2417 (11.14%)	5196 (23.95%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Opportunities for advancement / promotion	Flexible spending accounts	Annual leave and paid holidays	Retiree health care coverage
Most Important	5181 (23.88%)	137 (0.63%)	8245 (38.01%)	8131 (37.48%)
Least Important	3729 (17.19%)	15173 (69.95%)	673 (3.10%)	2119 (9.77%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Flexible spending accounts	VRS retirement plan	Short-term and long-term disability insurance	Salary
Most Important	47 (0.22%)	4279 (19.73%)	1147 (5.29%)	16221 (74.78%)
Least Important	19013 (87.65%)	518 (2.39%)	2063 (9.51%)	100 (0.46%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	VRS retirement plan	Annual leave and paid holidays	Work/life balance	Potential for bonuses and other cash awards
Most Important	11932 (55.01%)	4734 (21.82%)	3351 (15.45%)	1677 (7.73%)
Least Important	1648 (7.60%)	1065 (4.91%)	6994 (32.24%)	11987 (55.26%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Annual leave and paid holidays	Short-term and long-term disability insurance	Deferred compensation retirement plan (457 plan)	Health insurance (e.g., COVA Care, Kaiser Permanente)
Most Important	4509 (20.79%)	1480 (6.82%)	1831 (8.44%)	13874 (63.96%)
Least Important	4537 (20.92%)	6738 (31.06%)	9035 (41.65%)	1384 (6.38%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Short-term and long-term disability insurance	Work/life balance	Life insurance	Opportunities for advancement / promotion
Most Important	6811 (31.40%)	5817 (26.82%)	3234 (14.91%)	5832 (26.89%)
Least Important	3617 (16.67%)	6376 (29.39%)	5020 (23.14%)	6681 (30.80%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Work/life balance	Deferred compensation retirement plan (457 plan)	Sick and personal leave	Flexible spending accounts
Most Important	5537 (25.53%)	5658 (26.08%)	10327 (47.61%)	172 (0.79%)
Least Important	3216 (14.83%)	1860 (8.57%)	459 (2.12%)	16159 (74.49%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Deferred compensation retirement plan (457 plan)	Life insurance	Retiree health care coverage	VRS retirement plan
Most Important	2154 (9.93%)	1572 (7.25%)	5235 (24.13%)	12733 (58.70%)
Least Important	8240 (37.99%)	9528 (43.92%)	3507 (16.17%)	419 (1.93%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Life insurance	Sick and personal leave	Salary	Annual leave and paid holidays
Most Important	623 (2.87%)	622 (2.87%)	19524 (90.01%)	925 (4.26%)
Least Important	13726 (63.28%)	4133 (19.05%)	206 (0.95%)	3629 (16.73%)

Please select the element of compensation that is most important to you and least important to you.  
(21692 Responses)

	Sick and personal leave	Retiree health care coverage	Potential for bonuses and other cash awards	Short-term and long-term disability insurance
Most Important	7218 (33.27%)	8955 (41.28%)	2794 (12.88%)	2727 (12.57%)
Least Important	1838 (8.47%)	3254 (15.00%)	12637 (58.26%)	3965 (18.28%)

## General / Demographic

### What is your current age? (21692 Responses)

Option	Count
Under 20	8
21 – 25	521
26 – 30	1397
31 – 35	1726
36 – 40	2211
41 – 45	2927
46 – 50	3764
51 – 55	4062
56 – 60	3315
61 – 65	1432
Over 65	329
Total:	21692

### Approximately how many years have you worked for the State? (21692 Responses)

Option	Count
Less than one year	676
More than one year but less than 5 years	4059
5 to 10 years	4623
11 to 15 years	2987
16 to 20 years	2921
21 to 25 years	2425
26 to 30 years	1861
More than 30 years	2140
Total:	21692

### What is the highest education level you have attained? (21660 Responses)

Option	Count
Up to 12 years of education but no high school degree	235
High school diploma or equivalent (GED)	2603
Some college / university but no degree	5007
Technical / vocational degree	787
Associate's degree	2346
Bachelor's degree	6838
Master's degree or higher	3844
Total:	21660

**What is your gender?  
(21573 Responses)**

Option	Count
Male	9034
Female	12539
Total:	21573

**How many dependents do you have?  
(21586 Responses)**

Option	Count
None	8495
1	5898
2	4392
3 or more	2801
Total:	21586

**What is your annual salary (before taxes or other deductions)?  
(21596 Responses)**

Option	Count
Less than \$15,000	32
\$15,001 – \$20,000	220
\$20,001 – \$25,000	1049
\$25,001 – \$30,000	1894
\$30,001 – \$35,000	3267
\$35,001 – \$40,000	2872
\$40,001 – \$45,000	2812
\$45,001 – \$50,000	2108
\$50,001 – \$60,000	3117
\$60,001 – \$75,000	2483
\$75,001 – \$100,000	1400
More than \$100,000	342
Total:	21596

What is your usual work schedule?  
(21651 Responses)

Option	Count
Days	20032
Evenings	258
Nights	301
Rotating schedule	1060
Total:	21651

Please select the name of the State agency you work for from the alphabetical list below.  
(19780 Responses)

Option	Count
Blue Ridge Community College	45
Board of Accountancy	3
Central Virginia Community College	24
Christopher Newport University	67
College of William and Mary	134
Commonwealths Attorney Services Council	3
Compensation Board	10
Cooper Extension and Agricultural Research Service	23
Council on Human Rights	3
Dabney S. Lancaster Community College	12
Danville Community College	30
Department for the Aging	14
Department for the Blind & Vision Impaired	48
Department of Accounts	66
Department of Agriculture & Consumer Services	137
Department of Alcoholic Beverage Control	395
Department of Aviation	16
Department of Business Assistance	24
Department of Charitable Gaming	12
Department of Conservation & Recreation	196
Department of Correctional Education	146
Department of Corrections (HQ only)	719
Department of Criminal Justice Services	198
Department of Education	196
Department of Emergency Management	40
Department of Employment Dispute Resolution	6
Department of Environmental Quality	512
Department of Fire Programs	27
Department of Forensic Science	118
Department of Forestry	129
Department of Game & Inland Fisheries	147
Department of General Services	194
Department of Health Professions	95
Department of Health	1461
Department of Historic Resources	49
Department of Housing and Community Development	70

Department of Human Resource Management	41
Department of Juvenile Justice	653
Department of Labor and Industry	109
Department of Medical Assistance Services	178
Department of Mental Health, Mental Retardation & Substance Abuse Services (HQ only)	585
Department of Military Affairs	36
Department of Mines, Minerals & Energy	119
Department of Minority Business Enterprise	9
Department of Motor Vehicles	568
Department of Planning and Budget	36
Department of Professional & Occupational Regulation	103
Department of Rail & Public Transportation	15
Department of Rehabilitative Services	287
Department of Social Services	757
Department of State Police	1097
Department of Taxation	542
Department of the Treasury	75
Department of Transportation	2948
Department of Veterans Services	82
Division of Community Corrections	356
Division of Institutions	170
Eastern Shore Community College	19
Employee Relations and Training Division	7
Frontier Culture Museum of Virginia	6
George Mason University	323
Germanna Community College	29
Gunston Hall Plantation	4
J. Sargeant Reynolds Community College	63
James Madison University	277
Jamestown 2007	1
Jamestown-Yorktown Foundation	79
John Tyler Community College	45
Library of Virginia	85
Longwood University	90
Lord Fairfax Community College	30
Marine Resources Commission	35
Mountain Empire Community College	22
New College Institute	5
New River Community College	9
Norfolk State University	27
Northern Virginia Community College	255
Old Dominion University	374
Patrick Henry Community College	21
Paul D. Camp Community College	10
Piedmont Virginia Community College	15
Radford University	184
Rappahannock Community College	4
Richard Bland College	19
Science Museum of Virginia	15
Southern Virginia Higher Education Center	3
Southside Virginia Community College	49
Southwest Virginia Community College	20

Southwest Virginia Higher Education Center	9
State Board of Elections	13
State Council of Higher Education	20
Thomas Nelson Community College	46
Tidewater Community College	95
University of Mary Washington	92
University of Virginia - Wise	21
University of Virginia	855
Virginia Board for People With Disabilities	10
Virginia Commission for the Arts	6
Virginia Commonwealth University	528
Virginia Community College System	100
Virginia Department for the Deaf & Hard of Hearing	6
Virginia Employment Commission	336
Virginia Highlands Community College	15
Virginia Information Technologies Agency	194
Virginia Institute of Marine Science	29
Virginia Military Institute	63
Virginia Museum of Fine Arts	38
Virginia Museum of Natural History	22
Virginia Parole Board	2
Virginia Polytechnic Institute & State University	806
Virginia Racing Commission	5
Virginia Rehabilitation Center for the Blind	6
Virginia School for the Deaf and the Blind-Staunton	19
Virginia School for the Deaf, Blind and Multi-Disabled at Hampton	4
Virginia State University	58
Virginia Western Community College	48
Woodrow Wilson Rehabilitation Center	71
Wytheville Community College	3
	Total: 19780

If you work at a State prison, corrections facility, or mental health/mental re-tardation facility, please select the facility from the alphabetical list below.  
(2812 Responses)

Option	Count
Appalachian Men's Detention Center	25
Augusta Correctional Center	65
Baskerville Correctional Center	26
Bland Correctional Center	67
Botetourt Correctional Center	33
Brunswick Correctional Center	65
Buckingham Correctional Center	51
Caroline Correctional Unit #2	10
Catawba Hospital	54
Central State Hospital	81
Central Virginia Correctional Unit #13	6
Central Virginia Training Center	94
Chatham Men's Diversion Center	11
Chesterfield Women's Diversion Center	8

Coffeewood Correctional Center	61
Cold Springs Correctional Unit #10	24
Commonwealth Center for Children and Adolescents	35
Deep Meadow Correctional Center	28
Deerfield Correctional Center	39
Dillwyn Correctional Center	43
Dinwiddie Correctional Unit	8
Eastern State Hospital	111
Fluvanna Correctional Center	46
Green Rock Correctional Center	34
Greensville Correctional Center	87
Halifax Correctional Unit #23	11
Harrisonburg Men's Diversion Center	19
Haynesville Correctional Center	52
Haynesville Correctional Unit #17	9
Hiram W. Davis Medical Center	17
Indian Creek Correctional Center	29
James River Correctional Center	51
Keen Mountain Correctional Center	60
Lunenburg Correctional Center	46
Marion Treatment Center	48
Mecklenburg Correctional Center	33
Medical College of Virginia - MCV	2
Northern Virginia Mental Health Institute	54
Northern Virginia Training Center	53
Nottoway Correctional Center	70
Patrick Henry Correctional Unit #28	5
Piedmont Geriatric Hospital	25
Pocahontas State Correctional Center	33
Powhatan Correctional Center	57
Pulaski Correctional Center	24
Red Onion State Prison	39
Richmond Women's Detention Center	3
Rustburg Correctional Unit #9	25
Southampton Correctional Center	66
Southampton Men's Detention Center	7
Southeastern Virginia Training Center	113
Southern Virginia Mental Health Institute	39
Southside Virginia Training Center	80
Southwestern Virginia Mental Health Institute	103
Southwestern Virginia Training Center	72
St. Brides Correctional Center	59
Stafford Men's Diversion Center	10
Sussex I State Prison	24
Sussex II State Prison	40
Tazewell Correctional Unit #31	11
Virginia Center for Behavioral Rehabilitation	32
Virginia Correctional Center for Women	60
Wallens Ridge State Prison	49
Western State Hospital	132
White Post Men's Detention Center	16
White Post Men's Diversion Center	6
Wise Correctional Unit	16

Total:	2812
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**What is your usual work location?  
(21105 Responses)**

Option	Count
Accomack County	88
Albemarle County	255
Alexandria City	91
Alleghany County	30
Amelia County	18
Amherst County	121
Appomattox County	58
Arlington County	73
Augusta County	434
Bath County	22
Bedford City	9
Bedford County	58
Bland County	96
Botetourt County	61
Bristol City	121
Brunswick County	115
Buchanan County	113
Buckingham County	124
Buena Vista City	6
Campbell County	96
Caroline County	31
Carroll County	110
Charles City County	11
Charlotte County	32
Charlottesville City	840
Chesapeake City	379
Chesterfield County	806
Clarke County	34
Clifton Forge City	5
Colonial Heights City	84
Covington City	7
Craig County	4
Culpeper County	293
Cumberland County	11
Danville City	131
Dickenson County	20
Dinwiddie County	203
Emporia City	19
Essex County	15
Fairfax City	116
Fairfax County	926
Falls Church City	27
Fauquier County	91
Floyd County	11
Fluvanna County	61
Franklin City	32

Franklin County	66
Frederick County	102
Fredericksburg City	154
Galax City	18
Giles County	18
Gloucester County	64
Goochland County	156
Grayson County	15
Greene County	6
Greensville County	86
Halifax County	66
Hampton City	185
Hanover County	73
Harrisonburg City	344
Henrico County	568
Henry County	74
Highland County	5
Hopewell City	19
Isle of Wight County	31
James City County	139
King and Queen County	5
King George County	17
King William County	6
Lancaster County	16
Lee County	30
Lexington City	68
Loudoun County	142
Louisa County	41
Lunenburg County	63
Lynchburg City	248
Madison County	7
Manassas City	35
Manassas Park City	1
Martinsville City	66
Mathews County	6
Mecklenburg County	115
Middlesex County	30
Montgomery County	799
Nelson County	14
New Kent County	16
Newport News City	225
Norfolk City	688
Northampton County	22
Northumberland County	12
Norton City	5
Nottoway County	149
Orange County	27
Page County	43
Patrick County	13
Petersburg City	153
Pittsylvania County	121
Portsmouth City	85
Powhatan County	139

Prince Edward County	136
Prince George County	31
Prince William County	280
Pulaski County	70
Radford City	192
Rappahannock County	9
Richmond City	4760
Richmond County	131
Roanoke City	309
Roanoke County	208
Rockbridge County	62
Rockingham County	141
Russell County	55
Salem City	162
Scott County	33
Shenandoah County	45
Smyth County	230
Southampton County	122
Spotsylvania County	74
Stafford County	133
Staunton City	268
Suffolk City	270
Surry County	14
Sussex County	108
Tazewell County	121
Virginia Beach City	296
Warren County	30
Washington County	221
Waynesboro City	6
Westmoreland County	19
Williamsburg City	247
Winchester City	58
Wise County	256
Wythe County	87
York County	37
Total:	21105