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The entry level pay for a teacher with a bachelor's degree and no experience on a regular contract is \$37,232. It's \$39,094 for those starting with a master's degree. The highest paid teacher in the county school system with a doctorate degree and 30 or more years of experience is \$65,197.

Chesterfield collects salary information to determine the pay scale from the counties of Henrico and Prince William and the cities of Richmond, Virginia Beach, Hampton, Newport News and Chesapeake. It does not compare salaries with the private sector, which are typically higher for upper management.

"We try to be 95 percent of the market [for comparable local governments], but we've fallen below that," said Scott Zaremba, assistant director of human resources for Chesterfield. "We're 5-10 percent below the public sector, and being next door to Henrico — the market leader — puts the most pressure on us for salaries."

That's most apparent for new County Administrator Jay Stegmier, who earns almost \$25,000 less than his counterpart in Henrico — even though Chesterfield has slightly more population and is growing faster. Including salary, deferred compensation and car allowance, Stegmaier is paid \$214,100 annually. Last year, this newspaper reported that former County Administrator Lane Ramsey, who served 20 years in the position, was paid \$233,288. Stegmaier took over the job in mid-August.

Stegmaier also is paid 18 percent less than Superintendent Marcus Newsome's \$252,180, who took over Chesterfield's schools on Oct. 1, 2006. Henrico's superintendent makes \$217,678, but he also oversees a school system with 10,000 fewer students than Newsome.

Though the titles may be the same, the duties of those jobs probably vary. Another factor in compensation is longevity. Historically, Chesterfield has fewer people in the county government per capita compared to Henrico. Chesterfield's school system has more employees because it has more students. Since Chesterfield is twice the size of Henrico, there are also greater demands on government services such as police, fire and EMS.

Chesterfield's deputy county administrators make slightly more than Henrico, but Henrico has five deputies compared to Chesterfield's three. County Attorney Steve Micas and Commonwealth's Attorney Billy Davenport slightly out earn their Henrico counterparts.

Chesterfield's police chief (new to the job) earns less than Henrico's, but Chesterfield's fire chief makes 27 percent more than Henrico's. Chesterfield's sheriff also out earns his Henrico counterpart.

The Chesterfield Observer has compiled an annual list of salaries over \$75,000 for county and CCPS employees since 1999. The newspaper arbitrarily set the limit at \$75,000. To see the list of county and CCPS employees who earn over \$75,000, go to [www.chesterfieldobserver.com](http://www.chesterfieldobserver.com) and click on "county pay" on the homepage. The names, positions and compensation for highly paid Henrico government and school employees are also listed.

### Compensation of county school systems\*

	Chesterfield	Henrico
Superintendent	\$252,180	\$217,678
Assistant Superintendent Business/Finance	\$169,843	\$133,299
Assistant Superintendent Instruction	\$166,645	\$143,012
Assistant Superintendent Administration	159,939	\$139,698
High School Principal**	\$114,131	\$121,368
Middle School Principal**	\$98,787	\$102,999
Elementary School Principal**	\$113,339	\$118,556

\*Includes salary, vehicle or car allowance and deferred salary

\*\*Highest paid principal

### Compensation of county governments \*

Position	Chesterfield	Henrico
County Administrator	\$214,100	\$239,529
County Attorney	\$200,980	\$189,473
Deputy County Administrators**	\$189,929- \$158,000	\$180,794- \$139,698
Top Physician	\$168,792	\$172,920
Commonwealth's Attorney***	\$172,559	\$168,516
Police Chief	\$150,367	\$164,611
Human Resources Director	\$140,385	\$172,513
Sheriff***	\$150,367	\$139,979
Fire Chief	\$158,000	\$124,247
Public Utilities Director	\$143,773	\$146,404
Circuit Court Clerk****	\$155,093	\$130,910

\*Includes salary, vehicle or car allowance and deferred salary

\*\*The range of pay for the three Chesterfield and five Henrico positions

\*\*\*\*Elected position

### Top 10 salaries for Chesterfield County

Name	Job Title	Salary	Car allowance	Salary in lieu of car allowance	County issued vehicle
1. James L. Stegmaier	County Administrator	\$185,000*		\$13,600	
2. Steven L. Micas	County Attorney	\$180,860‡		\$10,120	
3. Allen Yee	Physician	\$189,090	\$9,600		
4. Millard D. Stith Jr.	Deputy County Administrator	\$169,809‡		\$10,120	
5. Elmore W. Davis Jr.	Director of Economic Development	\$179,792	\$7,500		
6. Rebecca T. Dickson	Deputy County Administrator	\$157,118‡		\$10,120	
7. William W. Davenport	Commonwealth's Attorney	\$162,439		\$10,120	
8. Gary D. McGowan	Physician	\$161,292	\$7,500		
9. Francis M. Pitaro	Deputy County Administrator (Acting)	\$148,000†		\$5,000	
10. Paul W. Mauger	Fire Chief	\$148,000‡			Yes
Thierry G. Dupuis	Police Chief	\$148,000‡			Yes

\* plus \$15,000 in deferred compensation

† plus \$5,000 in deferred compensation

‡ plus \$10,000 deferred compensation

### Top 10 salaries for Chesterfield County Public Schools

Name	Job title	Salary	Car allowance	Deferred salary
1. Marcus J. Newsome	Superintendent	\$199,680	\$12,500	\$40,000
2. Kathryn S. Kitchen	Assistant Superintendent Business/Finance	\$160,843	\$9,000	
3. Dale C. Kalkofen	Assistant Superintendent Instruction Support	\$157,645	\$9,000	
4. Lyle E. Evans	Assistant Superintendent HR/Admin.	\$150,939	\$9,000	
5. Edward H. Pruden	Assistant Superintendent Instruction Admin.	\$128,000	\$9,000	
6. Michael R. Packer	School Board Attorney	\$134,023		
7. Catherine L. Clark	Executive Assistant to Superintendent	\$122,365	\$9,000	
8. Debra Q. Marlow	Director of Community Relations	\$111,177	\$9,000	
9. R. Aylor	Director of Finance	\$118,041		
10. John S. Reid	Director of Business/Government Relations	\$114,789		

## GED instruction now available through Comcast's ONDEMAND service

Comcast is now making it easier to earn a GED. Last month, Gov. Tim Kaine announced a partnership between the commonwealth, Comcast Cable and Cox Communications to make it easier and more convenient for Virginians to prepare for GED tests.

"GED ON DEMAND provides convenience and flexibility for adults who want to increase their income potential by earning a GED," said Gov. Kaine. "With GED ON DEMAND, adult learners can view instructional videos at home that will help them prepare for the GED at times that fit their busy schedules."

The Virginia Department of Education worked with Comcast Cable and Cox Communications to develop the GED ON DEMAND initiative, which integrates GED-preparation videos into the ON DEMAND programming that each company offers to its digital cable customers.

The most common obstacles to receiving instruction that adult learners cite are transportation to and from classes, lack of availability or inability to pay for childcare, and scheduling problems. The GED ON DEMAND initiative will help adult learners overcome all three of these obstacles by offering quality GED preparation at times that fit their schedules, in the convenience of their own homes, alleviating the needs for transportation and childcare.

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