

## COMPENSATION RESERVES AND EMPLOYEE TRUST FUNDS

### Omnibus Motion [LFB Papers #230, #231, #232, and #280]

Motion:

Move to incorporate the following items relating to compensation reserves and the Department of Employee Trust Funds:

#### **Compensation Reserves**

1. *Fringe Benefit Costs (LFB Paper #230)*. Adopt Alternative 1 in LFB Paper #230, which would provide \$16,044,000 GPR in 2021-22 and \$33,245,500 GPR in 2022-23 to compensation reserves for prior period and inflationary cost increases associated with fringe benefits, less estimated savings associated with opt-out stipends.

2. *General Salary-Related Provisions (LFB Paper #231)*. Adopt Alternative A1 in LFB Paper #231, which would provide \$21,717,000 GPR in 2021-22 and \$65,734,500 GPR in 2022-23 for two general wage adjustments of 2% each on January 1, 2022, and January 1, 2023. In addition, provide: (a) \$1,000,000 GPR annually for market wage and parity adjustments; and (b) \$1,194,400 GPR in 2022-23 to increase night and weekend differential pay rates to \$0.80 per hour each, beginning January, 2023.

3. *Nursing Assistant and Resident Care Technician Pay Progression (LFB Paper #232)*. Adopt Alternative 1 in LFB Paper #232, which would provide \$52,700 GPR in 2021-22 and \$68,000 GPR in 2022-23 to compensation reserves to implement a pay progression system for nursing assistants and resident care technicians to address recruitment and retention issues.

4. *Hourly Add-on for Correctional Security Positions*. Provide \$1,750,000 GPR annually to compensation reserves to fund 50% of the cost of a \$5 per hour add-on for all hours worked by correctional officers and correctional sergeants at any adult correctional institution that meets the following criteria: (a) on or after the effective date of the bill, the share of vacant correctional officer and correctional sergeant positions at the institution is more than 40%; and (b) where the \$5 add-on is implemented under this provision, the add-on would continue to be paid until the vacancy rate for such positions has been 40% or less for six consecutive months. For an institution that reached the threshold vacancy rate after the effective date of the bill, the add-on would begin to be paid after the Division of Personnel Management (DPM) in the Department of Administration determined the criteria had been met. Include the \$5 add-on specifications as nonstatutory provisions, and direct that the administrator of DPM include the item in the proposed 2021-23 compensation plan or as a

proposed amendment to the plan if the plan is adopted prior to the effective date of the bill.

5. *Long-Term Service Awards.* Provide \$703,600 GPR in 2021-22 and \$598,900 GPR in 2022-23 to extend the retention incentive payment program for protective status employees of the Department of Corrections and the Department of Health Services, as structured in the 2019-21 compensation plan, through the 2021-23 biennium. One-time lump sum awards (bonuses) under the program would be provided as follows: (a) after completion of 10 years of service, \$250; (b) after completion of 15 years of service, \$500; (c) after completion of 20 years of service, \$750; and (d) after completion of 25 years of service and every five years thereafter, \$1,000.

6. *Judicial Salary Increases.* Provide \$661,900 GPR in 2021-22 and \$2,360,300 GPR in 2022-23 to compensation reserves for the purpose of increasing judicial salaries by 3% in 2021-22 (effective January, 2022) and by 4% in 2022-23 (effective January, 2023). These increases would be in addition to general wage adjustments provided to state employees more generally.

**Employee Trust Funds**

7. *Resources for Service Support and IT (LFB Paper #280).* Adopt Alternatives 1 and 2 of LFB Paper #280, which would: (a) provide \$38,000 SEG in 2021-22 and \$228,500 SEG in 2022-23 and 3.0 SEG positions annually for ongoing service support; and (b) provide supplies and services funding of \$317,300 SEG in 2021-22 and \$424,200 SEG in 2022-23 for current ongoing operational costs related to IT upgrades. In addition, provide \$74,500 SEG in 2021-22 and \$95,800 SEG in 2022-23 and 1.0 SEG position annually for cybersecurity.

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Note:

	<u>Funding</u>			<u>Positions 2022-23</u>
	<u>2021-22</u>	<u>2022-23</u>	<u>Biennium</u>	
<b>Compensation Reserves</b>				
GPR	\$41,929,200	\$105,951,600	\$147,880,800	
<b>Employee Trust Funds</b>				
SEG	\$429,800	\$748,500	\$1,178,300	4.00