



## Legislative Fiscal Bureau

One East Main, Suite 301 • Madison, WI 53703 • (608) 266-3847 • Fax: (608) 267-6873  
Email: [fiscal.bureau@legis.wisconsin.gov](mailto:fiscal.bureau@legis.wisconsin.gov) • Website: <http://legis.wisconsin.gov/lfb>

---

June, 2023

Joint Committee on Finance

Paper #219

### Market Wage Adjustments (Budget Management and Compensation Reserves)

[LFB 2023-25 Budget Summary: Page 84, #1]

---

#### CURRENT LAW

Funding is allocated to compensation reserves for cost increases related to state and University of Wisconsin (UW) System employee salaries and fringe benefits, including proposed pay increases which would be finalized in the forthcoming compensation plan.

The compensation plan consists of both: (a) the dollar values of the pay rates and ranges and the within range pay steps of the separate pay schedules to which the classes and grade levels for positions in the classified service established under the classification plan are assigned; and (b) the provisions governing the pay of most unclassified positions in the executive branch. In addition, the compensation plan may include provisions for supplemental pay and pay adjustments, and other provisions required to implement the plan or amendments.

The Department of Administration's (DOA) Division of Personnel Management (DPM) submits a proposal for any required changes in the compensation plan to the Joint Committee on Employment Relations (JCOER) for approval. The proposed changes may be modified by JCOER.

#### DISCUSSION POINTS

1. This paper addresses amounts budgeted under compensation reserves for market wage adjustments, including adjustments for IT positions and classified attorneys. Separate budget papers have been prepared for the following provisions also budgeted under compensation reserves: (a) prior period and inflationary increases for state employee fringe benefits; (b) general wage adjustments, (c) correctional security position compensation; and (d) pay progression systems. In addition, a budget paper has been prepared relating to the continuation of pilot add-ons in the Departments of

Administration (DOA), Corrections, Health Services, Military Affairs, Safety and Professional Services, and Veterans Affairs.

2. Under Assembly Bill 43/Senate Bill 70, funding is provided in the 2023-25 general fund condition statement for compensation reserves totaling \$365,260,700 GPR in 2023-24 (\$667,480,900 all funds) and \$581,614,700 GPR in 2024-25 (\$1,001,825,800 all funds) for cost increases related to state and UW System employee salaries and fringe benefits.

3. Amounts in compensation reserves include GPR funding for the following market wage adjustments: (a) \$20,240,000 in 2023-24 and \$19,490,400 in 2024-25 to support market wage and parity adjustments for various specific, targeted classifications; (b) \$2,129,700 in 2024-25 for information technology position market adjustments; and (c) \$916,200 in 2023-24 and \$1,131,000 in 2024-25 to fund market adjustments for classified attorneys not eligible for pay progression.

4. Under the bill, funding in compensation reserves was calculated as the sum of estimated cost increases for fringe benefits and estimated costs of proposed pay provisions, less a reduction of 5% of the total estimated costs. The Administration indicates the reason for the reduction is that, while estimated costs in compensation reserves for proposed pay increases are generally calculated based on filled positions only, agencies must demonstrate need for funding when requesting pay plan supplements. To the extent that agencies have vacant positions, available funding associated with the vacant positions must be utilized before a supplement would be provided from compensation reserves. The 5% reduction was applied to reflect a higher than usual level of position vacancies that may continue for some time.

5. The following table provides a summary of the market adjustments for which funding would be provided to compensation reserves under AB 43/SB 70, less a reduction of 5% of total costs.

**TABLE 1**

**GPR Compensation Reserves for Market Wage Adjustments, AB 43/SB 70**

	<u>2023-24</u>	<u>2024-25</u>
Market Wage and Parity Adjustments, Various Classifications	\$20,240,000	\$19,490,400
Information Technology Market Adjustments	0	2,129,700
Market Adjustments for Classified Attorneys	<u>916,200</u>	<u>1,131,000</u>
Subtotal	\$21,156,200	\$22,751,100
5% Reduction	- \$1,057,800	- \$1,137,600
Net Total	\$20,098,400	\$21,613,500

6. In the following sections, information is provided regarding each of the market wage adjustment proposals, including a description of the positions, agencies, and fund sources that would be affected.

## Background

7. *Terminology.* A market wage adjustment is a one-time base pay increase provided to some or all employees in a particular classification that is intended to bring individual employees' pay up to or closer to a market rate (that is, the going rate in the job market for the type of work the individual performs). In the compensation plan, a "funded market adjustment" is a market wage adjustment in which some or all of the filled positions in the specified classification receives the designated amount. The cost of funded market adjustments is supplemented from compensation reserves, unless otherwise specified. [Note that, while this paper addresses market adjustments for which funding would be provided through compensation reserves, the compensation plan can also provide "agency-funded market adjustments" that may not be supplemented from compensation reserves. Rather, the agency must fund the pay increase within its existing budget.]

"Generated market adjustments" describe a type of pay adjustment in which a pool of funding for providing market wage adjustments is generated based upon the number of filled positions in specific classifications within an agency. Depending on the structure of the generated market adjustment, the pool of funding may be available for allocation to multiple classifications or classification series, or may be restricted to the specific classifications or classification series that generated the funding. The agency is provided discretion to distribute varying amounts from the pool of funding to employees in the classifications generating the funding. This method is most used to correct pay equity issues within an agency or a classification overall. The pool of funding may or may not be fully distributed. Generated market adjustments may be funded from compensation reserves or agency-funded, as specified in the compensation plan.

Parity adjustments describe pay adjustments that an agency may request for employees in a different classification who perform similar work to employees in the identified classification list. These parity requests must be sent to DPM for review and must be approved by the administrator.

8. *Market Adjustments -- Function.* Market wage and parity adjustments exist to provide pay increases to employees within certain classifications in which recruitment and retention problems have been identified due to issues such as state salaries being below market levels. The biennial compensation plan identifies the employee classifications that are eligible for market wage and parity adjustments and the specific amount of adjustments that would be provided in the relevant biennium.

9. *Determining Need.* While wage rates are not inclusive of the value of fringe benefits, one indication that total compensation (salary and fringe benefits) may be insufficient from a recruitment and retention perspective is where higher separation or vacancy rates are observed for particular classifications or occupational areas. To the degree there are limits on available funding, market wage adjustments are prioritized to classifications which are identified as having greater percentage differences in wage relative to market rates in Wisconsin, as well as to specific recruitment and retention challenges identified by agencies as high priority. To this end, DPM surveys agencies and conducts labor market research prior to submitting a proposed compensation plan, for the purpose of determining priorities and preparing specific pay policies and recommendations.

Including funding within compensation reserves for market wage and parity adjustments would assist agencies with limited funding in providing these adjustments to their employees. In addition, if

funding is provided in compensation reserves, a larger number of classifications would be eligible for market wage and parity adjustments than would be the case otherwise (that is, if all market wage and parity adjustments were agency-funded), since agencies would be able to request supplemental funding to support market wage and parity adjustments.

10. *2021-23 Budget and Compensation Plan.* The 2021-23 biennial budget included \$1,000,000 GPR annually in compensation reserves for market wage and parity adjustments. In the 2021-23 compensation plan, approved by JCOER, budgeted funding for market wage and parity adjustments was utilized to implement a one-time market stratification for employees in pay schedules 02 (administrative support) and 03 (blue collar), such that employees with more experience would have larger pay increases than less senior employees. The market stratification increased the hourly pay of these employees based on years of service as follows: (a) one to two years (\$0.10); (b) three to four years (\$0.20); (c) five to six years (\$0.30); or (d) seven or more years (\$0.40).

In addition to compensation reserve-funded adjustments, the 2021-23 compensation plan included several agency-funded market adjustments as follows: (a) dental assistants, \$0.60 per hour provided to each employee; (b) \$1.00 per hour provided to each employee classified as occupational therapy assistant, pharmacy technician, phlebotomist, or probation and parole agent/senior; (c) generated market adjustments of \$1.00 per hour for public defender investigators/senior, resident care supervisors, licensed practical nurses, and occupational and physical therapists; (d) generated market adjustment of \$1.20 per hour for advanced practice nurse prescribers; (e) generated market adjustment of \$2.00 per hour for respiratory therapists; and (f) generated market adjustment of \$5.00 per hour for nurse clinicians 3/weekend and nurse clinicians 4.

### **Market Wage Adjustments for Various Classifications**

11. Non-retirement separations of classified state employees have averaged 9.4% annually since 2015-16. Most recently, in 2021-22, the non-retirement separation rate of 11.7% was nearly twice the rate in 2012-13, 6.1%. Both the non-retirement and retirement separation rates in 2021-22 were higher than at any point in the last 10 years, for a total separation rate of 16.3%. Over the same 10-year period, Wisconsin rates of unemployment decreased from 6.9% in 2012-13 to 3.1% in 2021-22. As unemployment rates decrease, competition for a limited supply of workers between employers increases. As of April, 2023, the unemployment rate in Wisconsin is 2.4%.

12. The Administration believes funding of \$20,240,000 GPR in 2023-24 and \$19,490,400 GPR in 2024-25 to support market wage and parity adjustments for various specific, targeted classifications would assist in increasing pay rates to a level more competitive with the labor market. Funding, net of the 5% reduction, would be \$19,228,000 GPR in 2023-24 (\$61,495,900 all funds) and \$18,515,900 GPR in 2024-25 (\$59,218,300 all funds). The Division of Personnel Management has not yet determined which, if any, of the market adjustments under consideration would be generated (that is, whether amounts provided to individual employees would be subject to discretion of each appointing authority). However, to provide a sense of scope and scale, the funding could potentially provide for market adjustments associated with more than 12,000 classified positions in more than 600 classifications. In terms of the adjustment amounts that could be provided and the count of full-time equivalent filled positions upon which the funding is based, 91% of the market adjustments would be for amounts between \$1 and \$3 per hour. The remaining 9% of the adjustments

would be for adjustments of \$3 to \$5 per hour.

13. Specific occupational areas that could be targeted through the 2023-25 compensation plan with the amounts provided in the bill include: blue collar, administrative support, engineering, fiscal and staff services, social services, technical, patient care, and education. As a point of reference, the following groups experienced separation rates over 20% in 2021-22: personal care (47.1%), production laborers (31.8%), food production (27.5%), public relations and media technology (25.1%), power plant (24.5%), claims determination (24.0%), administrative support (21.8%), and public safety (21.5%). [Note that the public safety group includes correctional security positions, probation and parole agents, Natural Resources wardens, and Capitol Police. Funding reserved under the bill for these classifications is addressed in separate papers.]

14. Providing for market wage and parity adjustments allows the state to compete as an employer with the private sector and other units of government in recruiting and retaining qualified employees. With more experienced and qualified staff, the services the state provides to Wisconsin may improve, and those services may be provided in a more efficient and effective manner. Finally, with greater recruitment and retention efforts, the state can minimize the resources that must be allocated toward the recruitment and training of new staff. In recognition of these considerations, the Committee could provide \$19,228,000 GPR in 2023-24 (\$61,495,900 all funds) and \$18,515,900 GPR in 2024-25 (\$59,218,300 all funds) for market wage and parity adjustments. [Alternative A1]

15. Alternatively, the Committee could provide a reduced level of funding in compensation reserves for market wage and parity adjustments. For example, in terms of funding for 2023-24, the Committee could provide \$15.0 million GPR, \$10.0 million GPR, or \$7.5 million GPR for market wage adjustments. Funding in each year, net of a 5% reduction, would be: \$14,250,000 GPR in 2023-24 (\$45,575,000 all funds) and \$13,722,300 GPR in 2024-25 (\$43,887,200 all funds) [Alternative A2]; \$9,500,000 GPR in 2023-24 (\$30,383,300 all funds) and \$9,148,100 GPR in 2024-25 (\$29,257,800 all funds) [Alternative A3]; or \$7,125,000 GPR in 2023-24 (\$22,787,500 all funds) and \$6,861,100 GPR in 2024-25 (\$21,943,500 all funds) [Alternative A4]. Under these alternatives, given that less funding would be provided, proposed market adjustments would need to be modified to manage costs within available funding by reducing the market adjustment amounts (\$1 to \$5 noted above), providing market adjustments for fewer classifications, or both.

16. The Administration believes that if funding for market adjustments is not provided, the state will continue to have difficulty adequately staffing areas such as patient care and service occupations. However, if the Committee takes no action and funding is not provided for market wage and parity adjustments in compensation reserves, DPM could still propose market wage and parity adjustments for certain classifications in the 2023-25 compensation plan, to the extent such adjustments could be supported within agencies' existing resources. [Alternative A5] For agencies that are not able to fully support desired market wage adjustments with existing resources, adjustments would be awarded at a lower level or to a fewer number of position classifications, or both. Further, when market wage adjustments are proposed for certain classifications, funding generally must be available for adjustments at all agencies that employ positions in that classification. This prevents an employee in a classification at one agency from earning a different salary than another employee with the same classification at a separate agency, which could create pay equity

issues. The need for funding availability across all agencies with similar classifications can present a barrier in providing certain classifications market wage and parity adjustments.

### **Information Technology Market Adjustments**

17. Funding in the bill includes \$2,129,700 GPR in 2024-25 (\$2,023,200 GPR, net of the 5% reduction, with an all funds cost of \$9,860,200) for information technology position market adjustments that would be effective July, 2024. The proposal would provide for generated market adjustments in 27 agencies. Amounts of \$1 to \$3 per hour, per position, would "generate" a pool of funding within an agency to distribute among IT employees in amounts determined by the appointing authority. While most other compensation proposals would be for an effective date of July, 2023, the proposed market adjustments for IT positions would be planned for July, 2024, because DPM is currently conducting an occupational study of all IT classifications. It is possible that, as a result of this occupational study, there will be changes to the classification structure for IT positions.

18. The generated market adjustments are proposed because the state has had particular difficulty hiring and retaining IT staff over the past two years. According to DPM, applicants for IT positions are not usually focused on longer-term benefits of state employment, such as Wisconsin Retirement System pension benefits. In addition, agencies have reported that the pool of potential candidates is sometimes limited because the state is seeking employees with skills and experience using older systems and programming languages. As a result, agencies wish to attract IT professionals, and retain those they are able to hire, by increasing higher hourly wages for positions.

19. According to the U.S. Bureau of Labor Statistics, in May, 2022, the average hourly wage in Wisconsin for computer and mathematical occupations was \$42.67. The average hourly wage for specific occupations within this category that may be most comparable to the work of state IT positions ranged from \$34.35 for computer network support specialists to \$58.54 for database architects. The weighted average wage of the IT positions for which the proposed generated market adjustments would apply is \$42.04 per hour, and 55% of the positions earn less than \$42.67 per hour (50% earn less than \$41.56 per hour). The highest vacancy rates for the IT position classifications in the proposal as of May 1, 2023, were for positions in the following classifications or classification series: IS enterprise business analysts, 23.5%; IS enterprise systems development services classifications, 22.2%; and IS data services classifications, 19.8%.

20. While the hourly wages of state IT positions may be difficult to compare directly with market wage rates, average state IT wages appear to be below the market average in Wisconsin. Moreover, the level of recent vacancy rates for certain types of IT positions would suggest that at least some IT positions have been difficult to fill. Therefore, the Committee could provide \$2,023,200 GPR in 2024-25, net of the 5% reduction, with an all funds cost of \$9,860,200 for generated market adjustments for IT positions. [Alternative B1]

21. Alternatively, the Committee could provide lesser amounts of funding for IT market adjustments, such as \$1,750,000 GPR, \$1,250,000 GPR, or \$1,000,000 GPR in 2024-25. Funding under each alternative in 2024-25, net of a 5% reduction, would be: \$1,662,500 GPR (\$8,077,800 all funds) [Alternative B2]; \$1,187,500 GPR (\$5,769,900 all funds) [Alternative B3]; or \$950,000 GPR (\$4,615,900 all funds) [Alternative B4]. Under these alternatives, given that less funding would be

provided, proposed market adjustments would need to be modified to manage costs within available funding by reducing the market adjustment amounts (\$1 to \$3 noted above), providing market adjustments for fewer classifications, or both.

22. If funding is not provided for IT market adjustments, because not all agencies could absorb the cost of pay increases for IT positions, DPM would be limited in its ability to address the pay issues across state agencies. [Alternative B5]

### **Market Adjustments for Classified Attorneys**

23. *Bill Funding for Unclassified and Classified Attorneys.* Under AB 43/SB 70, funding was included to increase minimum pay for all state attorneys from \$27.24 to \$35.00 per hour and increase pay for attorneys by \$7.76 per hour in 2023-24. In addition, funding was included for a one step pay increase of \$2.27 per hour for attorneys (other than elected District Attorneys) in 2024-25. The bill also included funding to increase elected District Attorney salaries by \$10.03 per hour (the \$7.76 hourly increase plus an increase of \$2.27 per hour which is equivalent to a one-step increase), effective January, 2025. Under the bill, funding for assistant district attorneys, deputy district attorneys, and elected District Attorneys would be provided to an appropriation under the District Attorneys, funding for assistant state public defenders would be appropriated to the Office of State Public Defender, funding for assistant attorneys general would be appropriated to the Department of Justice, and funding for other classified attorneys not eligible for pay progression would be provided to compensation reserves.

24. *Committee Actions to Date.* On May 2, 2023, in executive session, the Committee removed various provisions from further consideration, including the proposal to increase minimum pay for assistant attorneys general from \$27.24 to \$35.00 per hour, increase pay for such attorneys by \$7.76 per hour in 2023-24, and provide funding for a one step pay increase of \$2.27 per hour in 2024-25.

A separate budget paper was prepared (Paper #316) relating to salary adjustments and pay progression for assistant district attorneys, deputy district attorneys, and assistant state public defenders, and salary adjustments for elected District Attorneys. On May 16, 2023, in executive session, the Committee adopted a motion to provide, for assistant district attorneys, deputy district attorneys, and assistant state public defenders, funding to increase pay for such attorneys by \$8.76 per hour in 2023-24 (to a minimum of \$36 per hour), and provide funding for pay progression equivalent to a one step pay increase of \$2.27 per hour in 2024-25. In addition, funding was provided to increase pay for elected District Attorneys by \$8.76 per hour, and additionally provide one step (\$2.27 per hour), effective January, 2025.

25. *Classified Attorneys not Eligible for Pay Progression.* The remaining attorneys under consideration are classified attorneys who are not eligible for pay progression. Proposed pay increases for this group would be subject to the maximum of the pay range, which would be modified in each year to reflect proposed general wage adjustments of 5% in 2023-24 and 3% in 2024-25. The Administration indicates that funding of \$916,200 GPR in 2023-24 and \$1,131,000 GPR in 2024-25 (net of a 5% reduction, \$870,400 GPR in 2023-24 and \$1,074,400 GPR in 2024-25) included in compensation reserves is intended to align pay increases for these positions with the substantial

proposed pay increases of other attorneys eligible for pay progression. The state has historically attempted to maintain all staff attorney groups in the same or similar pay ranges. While some groups of attorneys have been eligible for pay increases through pay progression, the pay minimum for all attorneys has been maintained at the same rate. Under the 2021-23 compensation plan, effective January 1, 2023, the pay range minimum for all state attorneys is \$27.24 per hour.

26. Attorneys not eligible for pay progression include the classifications of attorney, attorney-confidential, attorney-confidential/supervisor, attorney-management, and attorney-supervisor. These positions are employed by 22 agencies, the greatest number of which (55%) are authorized under three agencies: the Department of Administration (65.15 positions, of which 56.65 are associated with the Division of Hearings and Appeals), Department of Workforce Development (60.4 positions, of which 57.8 are associated with the unemployment insurance, workers compensation, and equal rights programs), and Department of Safety and Professional Services (21.0 positions).

27. If minimum pay for classified attorneys is not increased and market adjustments are not provided to match that of assistant district attorneys, deputy district attorneys, and assistant state public defenders, pay ranges between the attorney groups and actual pay of attorneys in each group would be substantially different (a difference of 32% between the minimum of \$27.24 and \$36.00 per hour, not accounting for any general wage adjustment). As a result, if pay ranges and pay rates are higher in one or more attorney groups relative to others, it could result in movement of staff between groups. Therefore, the Committee could provide funding to support an increase in minimum pay and a market adjustment of \$8.76 per hour in 2023-24 for classified attorneys not eligible for pay progression, as was provided for assistant district attorneys, deputy district attorneys, and assistant state public defenders, and a market adjustment of \$2.27 per hour in 2024-25 corresponding to funding for one step provided to District Attorneys and the Public Defender. Under this and other alternatives, as under the bill, the classified attorneys in question would not become eligible for or included in a pay progression system. In addition, the calculation of funding assumes that attorney pay increases could not exceed the maximum of the pay range. The cost to increase pay by \$8.76 per hour in 2023-24 and \$2.27 per hour in 2024-25 for these classified attorneys, net of a 5% reduction, would be \$979,600 GPR in 2023-24 (\$4,765,000 all funds) and \$1,173,400 GPR in 2024-25 (\$5,705,100 all funds). [Alternative C1] Note that all aspects of pay for these attorneys are administered in accordance with provisions of the state compensation plan. As such, unless otherwise provided for in legislation, minimum pay increases and market adjustments for these attorneys would take effect only after the modifications were finalized in the compensation plan and approved by JCOER, rather than concurrent with enactment of the biennial budget.

28. While differences in minimum pay and pay overall between attorney groups could result in movement of staff between groups, lesser increases could still be considered. For example, the Committee could provide funding for an increase in minimum pay and market adjustments for classified attorneys not eligible for pay progression in the amounts of \$7.76 per hour (as under AB 43/SB 70), \$6.00 per hour, or \$5.00 per hour in 2023-24 and \$2.27 in 2024-25. Each alternative would provide funding equivalent to a one-step amount in the second year, provided as a market adjustment to all applicable attorneys, rather than as a pool of funding for discretionary allocation by each appointing authority. Although pay for this group of attorneys would be less than what was provided



for assistant district attorneys, deputy district attorneys, and assistant state public defenders, providing an increase of \$7.76, \$6.00, or \$5.00 per hour would nevertheless ensure that the difference in pay is less than it would have been otherwise. Therefore, the Committee could provide, net of a 5% reduction as applied to other compensation reserve items: (a) for an increase of \$7.76 per hour in 2023-24 and \$2.27 per hour in 2024-25, \$870,400 GPR in 2023-24 and \$1,074,400 GPR in 2024-25 (all funds cost of \$4,242,300 in 2023-24 and \$5,220,300 in 2024-25) [Alternative C2]; (b) for an increase of \$6.00 per hour in 2023-24 and \$2.27 per hour in 2024-25, \$678,100 GPR in 2023-24 and \$891,800 GPR in 2024-25 (all funds cost of \$3,297,100 in 2023-24 and \$4,343,400 in 2024-25) [Alternative C3]; or (c) for an increase of \$5.00 per hour in 2023-24 and \$2.27 per hour in 2024-25, \$568,900 GPR in 2023-24 and \$786,600 GPR in 2024-25 (all funds cost of \$2,755,400 in 2023-24 and \$3,834,700 in 2024-25) [Alternative C4].

29. As noted above, if no action is taken to provide funding to increase pay for classified attorneys not eligible for pay progression, pay ranges between the attorney groups and actual pay of attorneys in each group would be substantially different (a difference of 32% between the minimum of \$27.24 and \$36.00 per hour, not accounting for any general wage adjustment), which could result in movement of staff between groups. [Alternative C5]

## ALTERNATIVES

### A. Market Wage Adjustments for Various Classifications

1. Provide \$19,228,000 GPR in 2023-24 and \$18,515,900 GPR in 2024-25 for market wage and parity adjustments.

ALT A1	Change to Base
GPR	\$37,743,900

2. Provide \$14,250,000 GPR in 2023-24 and \$13,722,300 GPR in 2024-25 for market wage and parity adjustments.

ALT A2	Change to Base
GPR	\$27,972,300

3. Provide \$9,500,000 GPR in 2023-24 and \$9,148,100 GPR in 2024-25 for market wage and parity adjustments.

ALT A3	Change to Base
GPR	\$18,648,100

4. Provide \$7,125,000 GPR in 2023-24 and \$6,861,100 GPR in 2024-25 for market wage and parity adjustments.

<b>ALT A4</b>	<b>Change to Base</b>
GPR	\$13,986,100

5. Take no action.

**B. Information Technology Market Adjustments**

1. Provide \$2,023,200 GPR in 2024-25 for generated market adjustments for IT positions.

<b>ALT B1</b>	<b>Change to Base</b>
GPR	\$2,023,200

2. Provide \$1,662,500 GPR in 2024-25 for generated market adjustments for IT positions.

<b>ALT B2</b>	<b>Change to Base</b>
GPR	\$1,662,500

3. Provide \$1,187,500 GPR in 2024-25 for generated market adjustments for IT positions.

<b>ALT B3</b>	<b>Change to Base</b>
GPR	\$1,187,500

4. Provide \$950,000 GPR in 2024-25 for generated market adjustments for IT positions.

<b>ALT B4</b>	<b>Change to Base</b>
GPR	\$950,000

5. Take no action.

### C. Market Adjustments for Classified Attorneys

1. Provide \$979,600 GPR in 2023-24 and \$1,173,400 GPR in 2024-25 to support market adjustments of \$8.76 per hour in 2023-24 and \$2.27 per hour in 2024-25 for classified attorneys not eligible for pay progression, subject to the pay range maximum. The market adjustment in 2023-24 would provide for minimum pay of \$36.00 per hour.

ALT C1	Change to Base
GPR	\$2,153,000

2. Provide \$870,400 GPR in 2023-24 and \$1,074,400 GPR in 2024-25 to support market adjustments of \$7.76 per hour in 2023-24 and \$2.27 per hour in 2024-25 for classified attorneys not eligible for pay progression, subject to the pay range maximum. The market adjustment in 2023-24 would provide for minimum pay of \$35.00 per hour.

ALT C2	Change to Base
GPR	\$1,944,800

3. Provide \$678,100 GPR in 2023-24 and \$891,800 GPR in 2024-25 to support market adjustments of \$6.00 per hour in 2023-24 and \$2.27 per hour in 2024-25 for classified attorneys not eligible for pay progression, subject to the pay range maximum. The market adjustment in 2023-24 would provide for minimum pay of \$33.24 per hour.

ALT C3	Change to Base
GPR	\$1,569,900

4. Provide \$568,900 GPR in 2023-24 and \$786,600 GPR in 2024-25 to support market adjustments of \$5.00 per hour in 2023-24 and \$2.27 per hour in 2024-25 for classified attorneys not eligible for pay progression, subject to the pay range maximum. The market adjustment in 2023-24 would provide for minimum pay of \$32.24 per hour.

ALT C4	Change to Base
GPR	\$1,355,500

5. Take no action.

Prepared by: Rachel Janke

