

**GOVERNOR NOEM'S RECOMMENDATION FOR THE FY2022
STATE EMPLOYEE COMPENSATION PLAN**

	<u>GENERAL FUNDS</u>	<u>FEDERAL FUNDS</u>	<u>OTHER FUNDS</u>	<u>TOTAL FUNDS</u>
MARKET ADJUSTMENT:	\$ 9,572,887	\$ 4,381,984	\$11,363,347	\$ 25,318,218
The Governor is recommending a 2.4% market adjustment for state employees.				
HEALTH INSURANCE:	\$ (5,178,162)	\$ (2,281,620)	\$ (5,097,814)	\$ (12,557,596)
A decrease to the employer paid portion of the State Employee Health Insurance Plan is being recommended.				
ARTIFICIAL MINIMUMS AND EQUITY ADJUSTMENTS	\$ 5,178,162	\$ 2,281,620	\$ 5,097,814	\$ 12,557,596
The Governor is recommending to use Health Insurance savings to reinvest in employees by raising the artificial minimums and equitably addressing compression issues for longer term employees.				
TOTAL COST OF RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:	<u>\$ 9,572,887</u>	<u>\$ 4,381,984</u>	<u>\$11,363,347</u>	<u>\$ 25,318,218</u>
REMAINING FY2021 POOL:	\$ 0	\$ 0	\$ 0	\$ 0
TOTAL INCREASE FOR RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:	<u>\$ 9,572,887</u>	<u>\$ 4,381,984</u>	<u>\$11,363,347</u>	<u>\$ 25,318,218</u>

For FY2022, the components of the state employee compensation plan are recommended as a pool in the Bureau of Finance and Management to be distributed to agencies following the passage of the General Appropriations Act.