

**GOVERNOR NOEM'S RECOMMENDATION FOR THE FY2023
STATE EMPLOYEE COMPENSATION PLAN**

	<u>GENERAL FUNDS</u>	<u>FEDERAL FUNDS</u>	<u>OTHER FUNDS</u>	<u>TOTAL FUNDS</u>
MARKET ADJUSTMENT:	\$24,746,814	\$11,420,348	\$29,708,269	\$ 65,875,431

The Governor is recommending a 6.0% market adjustment for state employees.

HEALTH INSURANCE:	\$ -	\$ -	\$ -	\$ -
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No change to the employer paid portion of the State Employee Health Insurance Plan is being recommended.

ARTIFICIAL MINIMUMS AND EQUITY ADJUSTMENTS	\$ 3,216,512	\$ 476,329	\$ 2,150,920	\$ 5,843,761
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The Governor is recommending adjustments to artificially low pay range minimums as well as pay adjustments targeted to specific job classes to address market equity concerns.

TOTAL COST OF RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:	<u>\$27,963,326</u>	<u>\$11,896,677</u>	<u>\$31,859,189</u>	<u>\$ 71,719,192</u>
REMAINING FY2022 POOL:	\$ 0	\$ 0	\$ 0	\$ 0
TOTAL INCREASE FOR RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:	<u>\$27,963,326</u>	<u>\$11,896,677</u>	<u>\$31,859,189</u>	<u>\$ 71,719,192</u>

For FY2023, 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.