

**GOVERNOR NOEM'S RECOMMENDATION FOR THE FY2025  
STATE EMPLOYEE COMPENSATION PLAN**

	<u>GENERAL FUNDS</u>	<u>FEDERAL FUNDS</u>	<u>OTHER FUNDS</u>	<u>TOTAL FUNDS</u>
<b>MARKET ADJUSTMENT:</b>	\$ 20,620,425	\$ 8,827,176	\$ 21,819,275	\$ 51,266,876

The Governor is recommending a 4.0% market adjustment for state employees.

<b>HEALTH INSURANCE:</b>	\$ 1,392,124	\$ (973,626)	\$ 393,587	\$ 812,085
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The Governor is recommending an increase for the state employee health insurance plan.

<b>TOTAL COST OF RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:</b>	<u>\$ 22,012,549</u>	<u>\$ 7,853,550</u>	<u>\$ 22,212,862</u>	<u>\$ 52,078,961</u>
REMAINING FY2024 POOL:	\$ -	\$ 1,706,801	\$ 21,736,322	\$ 23,443,123
<b>TOTAL INCREASE FOR RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:</b>	<u>\$ 22,012,549</u>	<u>\$ 6,146,749</u>	<u>\$ 476,540</u>	<u>\$ 28,635,838</u>

For FY2025, 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.