

GOVERNOR DAUGAARD'S RECOMMENDATION FOR STATE EMPLOYEE COMPENSATION PLAN

	GENERAL FUNDS	FEDERAL FUNDS	OTHER FUNDS	TOTAL FUNDS
<p>ACROSS-THE-BOARD INCREASE: The Governor is recommending all permanent state employees receive a 3.0% pay increase.</p>	\$ 9,265,671	\$ 5,531,383	\$ 11,439,204	\$ 26,236,258
<p>ADJUSTMENT TO JOB WORTH: The Governor is recommending the Performance and Compensation Equity (PACE) system established in FY1990 be continued to include 3.5% adjustments to employees who are paid under the job worth of their pay range. The Governor is also recommending 0% to 4.5% performance based adjustments to employees in the Career Band families established in FY2010 to move them towards market.</p>	\$ 3,292,145	\$ 2,008,293	\$ 3,543,143	\$ 8,843,581
<p>HEALTH INSURANCE INCREASE: The costs associated with the employer-paid portion of the state employee's health insurance plan for FY2014 is projected to increase by 14.7%. The Governor is also recommending additional funds to help offset the increasing cost of healthcare to employees.</p>	\$ 7,536,759	\$ 4,454,093	\$ 8,429,418	\$ 20,420,270
<p>GRAND TOTAL INCREASE FOR STATE EMPLOYEE COMPENSATION PLAN:</p>	\$ 20,094,575	\$ 11,993,769	\$ 23,411,765	\$ 55,500,109

For FY2014, the state employee compensation plan was recommended as a pool in the Bureau of Finance and Management.