

**GOVERNOR DAUGAARD'S RECOMMENDATION FOR THE
FY2020 STATE EMPLOYEE COMPENSATION PLAN**

	<u>GENERAL FUNDS</u>	<u>FEDERAL FUNDS</u>	<u>OTHER FUNDS</u>	<u>TOTAL FUNDS</u>
MARKET ADJUSTMENT:	\$ 8,685,355	\$ 4,230,346	\$10,595,211	\$23,510,912

The Governor is recommending 2.3% market adjustment for state employees.

HEALTH INSURANCE:	\$ 6,890,099	\$ 3,234,549	\$ 7,396,591	\$17,521,239
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The Governor is recommending the amount necessary to structurally balance the State Employee Health Plan.

TOTAL COST OF RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:	<u>\$15,575,454</u>	<u>\$ 7,464,895</u>	<u>\$17,991,802</u>	<u>\$41,032,151</u>
REMAINING FY2019 POOL:	\$ 0	\$ 0	\$ 0	\$ 0
TOTAL INCREASE FOR RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:	<u>\$15,575,454</u>	<u>\$ 7,464,895</u>	<u>\$17,991,802</u>	<u>\$41,032,151</u>

For FY2020, 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.