

**GOVERNOR NOEM'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>
<b>MARKET ADJUSTMENT:</b>	\$ 9,567,792	\$ 4,595,429	\$11,738,748	\$25,901,969

The Governor is recommending 2.5% market adjustment for state employees.

<b>HEALTH INSURANCE:</b>	\$ 8,597,854	\$ 4,036,253	\$ 9,229,884	\$21,863,991
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The Governor is recommending the amount necessary to structurally balance the State Employee Health Plan.

<b>TOTAL COST OF RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:</b>	<u>\$18,165,646</u>	<u>\$ 8,631,682</u>	<u>\$20,968,632</u>	<u>\$47,765,960</u>
REMAINING FY2019 POOL:	\$ 0	\$ 0	\$ 0	\$ 0
<b>TOTAL INCREASE FOR RECOMMENDED STATE EMPLOYEE COMPENSATION PLAN:</b>	<u>\$18,165,646</u>	<u>\$ 8,631,682</u>	<u>\$20,968,632</u>	<u>\$47,765,960</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.