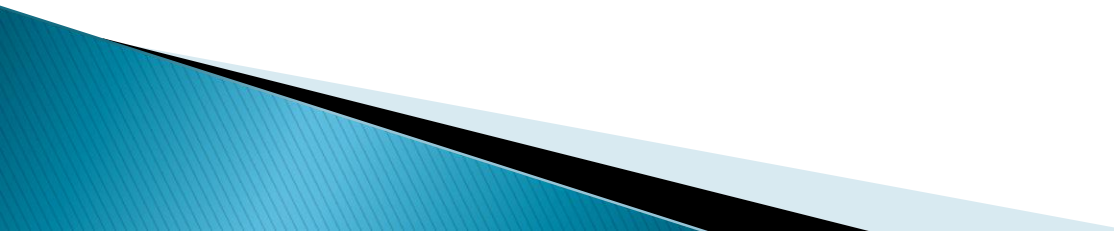


# 2013 –2014 Salary Adjustment Fund

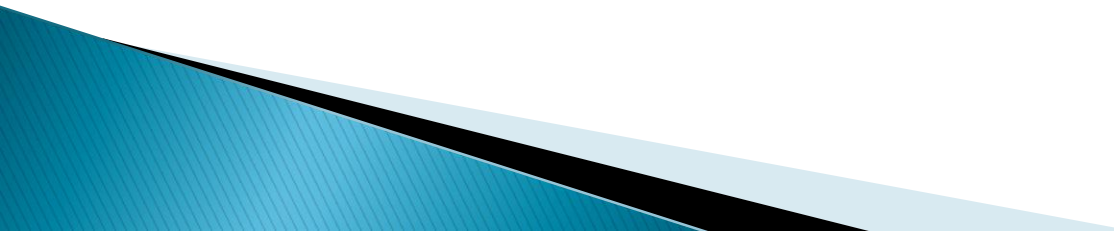
January 2014

# Salary Adjustment Fund

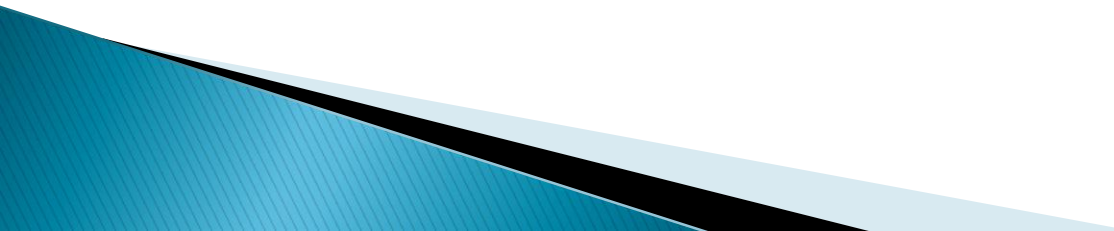
- ▶ Section 35.10B.(a) of Session Law 2013–360 (Budget Bill) establishes the 2013–2014 Salary Adjustment Fund of \$7,500,000 to address issues related to:
    - Labor market
    - Equity
    - Job change
- 

# Salary Adjustment Fund

## ▶ August 2013

- OSHR surveyed all agencies and universities to identify and prioritize their needs
  - Needs were to be based on the criteria in the bill
  - OSHR advised agencies to consider retention and job criticality
- 

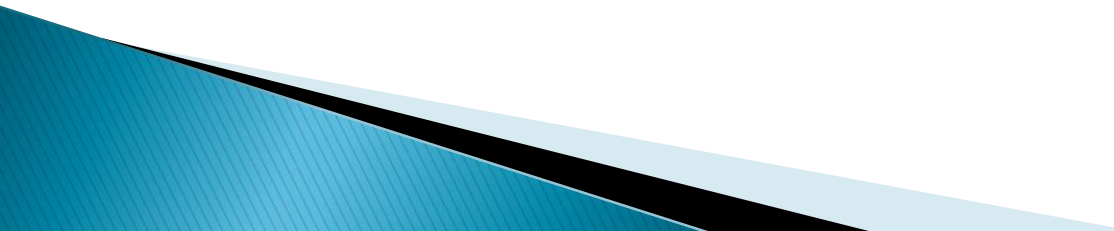
# Salary Adjustment Fund

- ▶ OSHR Classification and Compensation Division conducted labor market and classification studies for various occupations that include:
    - Accounting/Auditing
    - Information Technology
    - Physicians
    - Nurses
    - Law Enforcement
- 

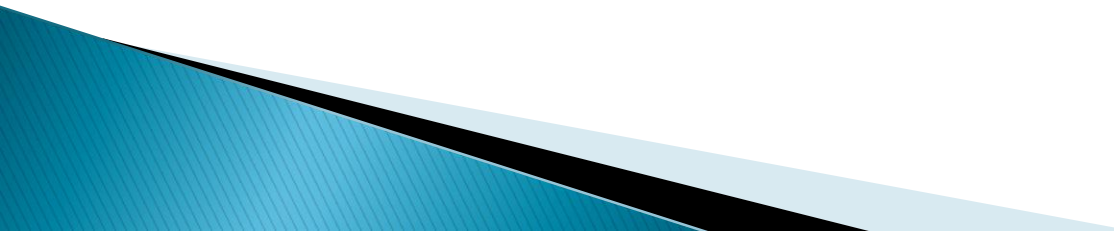
# Salary Adjustment Fund

- ▶ The total amount of the requests from the agencies and universities was \$31,554,831
  - Priority 1 – \$20,208,065
  - Priority 2 – \$6,562,428
  - Priority 3 – \$4,784,338

# Salary Adjustment Fund

- ▶ OSBM and OSHR reviewed the requests and made cuts to the requests based on labor market and criticality of jobs
  - ▶ OSBM and OSHR recommend that \$7,388,474 be distributed to 3,221 employees.
- 

# Salary Adjustment Fund

- ▶ Only Priority 1 requests were considered due to the amount in the fund
  - ▶ To include as many employees as possible, increases were limited to not more than 10%.
  - ▶ Increases being awarded are:
    - 73% for labor market
    - 24% for job change
    - 2% for equity
- 

# Salary Adjustment Fund

- ▶ Average increase amount is \$2,435
- ▶ Average percent increase is 4.20%.



# Salary Adjustment Fund

- ▶ Over 1,200 nurses and 600 law enforcement employees will receive increases up to 4%
- ▶ The remainder will receive varying increase amounts up to 10%.

# Salary Adjustment Fund

## Agencies Receiving Funds:

- Dept. of Administration
- Administrative Office of the Courts
- Agriculture
- Commerce
- Community Colleges
- Cultural Resources
- Environment and Natural Resources
- Health and Human Services
- Insurance
- Justice
- ITS
- Labor
- Office of Administrative Hearings
- Office of State Human Resources
- Dept. of Public Safety
- Revenue
- Secretary of State
- State Auditor's Office
- State Budget
- State Controller
- State Treasurer
- Wildlife Resources Commission

Due to the ability to use other funding sources, universities will not receive any money from the Salary Adjustment Fund. DPI, Governor's Office and Lt. Governor's did not receive any funds from SAF.