



Salary Adjustment Fund Allocations for FY 2013-14

Report to the Joint Legislative Commission on Governmental Operations

Prepared by:
Office of State Budget and Management
Office of State Human Resources

March 2014

Executive Summary

Legislation

Section 35.10B.(a) of Session Law 2013-360 (Budget Bill) specifies that the Salary Adjustment Fund be established to provide funding for competitive salary rates. The Fund shall only be used for the following purposes:

- (1) Reallocation of positions to higher level job classifications.
- (2) In-range adjustments for job change.
- (3) Career progression adjustments for demonstrated competencies.
- (4) Salary range revisions.
- (5) Geographic site differential adjustments.
- (6) In-range adjustments for labor market.
- (7) In-range adjustments for equity issues.
- (8) Any other adjustments related to an increase in job duties or responsibilities or labor market changes.

These adjustments must be documented through data collection and analysis according to accepted human resource professional practices and standards. Further, funds may only be used for salary adjustments for the stated purposes that are in compliance with State Personnel Commission policies and other provisions of the Act. For the executive branch, funding shall be approved by the State Personnel Commission or Office of State Personnel and shall not be used for any other purposes.

Process

The Office of State Budget and Management (OSBM) and the Office of State Human Resources (OSHR) recommended expenditures of the fund to you in January, 2014. This recommendation was an annualized amount of \$7,388,474. The amount allocated in FY 2013-14 due to 1-1-14 effective date is \$3,694,237. From this amount, agencies have reverted portions of their allotments due to changes in staffing since the submission of their requests in September, 2013. Based on these reversions, OSHR and OSBM have reviewed remaining requests from agencies as they relate to legislative intent. The recommendations below meet the described requirements in Section 35.10B.(a), and in effect is a supplemental request of the January, 2014 consultation, re-applying the reverted portions.

Recommendation for General Fund Agencies and Universities

OSHR and OSBM recommends that an annualized amount of \$763,149 (amount allocated in FY 2013-14 due to 1-1-14 effective date is \$381,575) be authorized to expend at this time. A summary of recommended agency allocations for the Salary Adjustment Fund is included in Attachment A. SAF allocations will provide compensation increases to approximately 329 additional agency employees.

Attachment A
Salary Adjustment Fund Recommendations for FY2013-2014
March 2014

Agency	# of Emp	Recommended Amt from SAF	Avg \$ Increase	Average % Increase	Total Recommended Amount from SAF with Benefits
Administration	29	\$59,116	\$2,038	4.95%	\$72,323
Agriculture	20	\$65,797	\$3,290	6.03%	\$80,496
Community College	8	\$32,817	\$4,102	7.52%	\$40,148
Cultural Resources	36	\$120,410	\$3,345	7.60%	\$147,310
Health and Human Services	35	\$71,843	\$2,698	3.96%	\$87,892
Insurance	15	\$47,551	\$3,170	5.22%	\$58,173
Public Instruction	11	\$39,161	\$4,077	5.96%	\$47,909
Public Safety	12	\$18,150	\$1,512	4.00%	\$23,112
Revenue	47	\$123,725	\$2,632	3.92%	\$157,551
Wildlife Resources Commission	116	\$37,878	\$1,306	3.64%	\$48,234
Grand Total	329	\$616,447	\$2,305	4.67%	\$763,149