

CORRECTIONS -- DEPARTMENTWIDE

Long-Term Services Awards for Corrections Employees and Correctional Offices  
and Sergeants at the Department of Health Services

Motion:

Move to direct the Administrator of the Division of Personnel Management (DPM) in the Department of Administration, in preparing the biennial state employee compensation plan for approval by the Joint Committee on Employment Relations (JCOER), to include the following one-time lump sum awards for correctional officer, correctional sergeant, youth counselor, and youth counselor-advanced positions at the Department of Corrections, as well as correctional officer and correctional sergeant positions at the Department of Health Services (DHS): (a) on the employee's 10<sup>th</sup> anniversary of service, \$250; (b) on the employee's 15<sup>th</sup> anniversary of service, \$500; (c) on the employee's 20<sup>th</sup> anniversary of service, \$750; (d) on the employee's 25<sup>th</sup> anniversary of service, \$1,000; and (e) for every 5<sup>th</sup> anniversary of service after completion of 25 years of service, \$1,000.

Provide that, if on the effective date of the motion (which would be on the effective date of the budget bill), the 2017-19 state employee compensation plan has already been adopted and the compensation plan does not include the supplemental pay provisions identified above, the Administrator of DPM must propose an amendment to the compensation plan to include the supplemental pay provisions identified above by no later than 30 days after the effective date of the motion.

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Note:

The motion directs the Administrator of DPM, in preparing the biennial state employee compensation plan for approval by JCOER, to include the following one-time lump sum awards for correctional officer, correctional sergeant, youth counselor, and youth counselor-advanced positions at the Department of Corrections, as well as correctional officer and correctional sergeant positions at the Department of Health Services: (a) on the employee's 10<sup>th</sup> anniversary of service, \$250; (b) on the employee's 15<sup>th</sup> anniversary of service, \$500; (c) on the employee's 20<sup>th</sup> anniversary of service, \$750; (d) on the employee's 25<sup>th</sup> anniversary of service, \$1,000; and (e) for every 5<sup>th</sup> anniversary of service after completion of 25 years of service, \$1,000.

Based on payroll data from May 10, 2017, it is estimated that that 560 individuals at Corrections (557 GPR-funded positions and 3 PR-funded positions) would be eligible for one of

these awards in a given fiscal year. Based on this total, Corrections' estimated costs resulting from the motion would be \$380,000 GPR and \$2,900 PR annually.

Based on similar payroll data, it is estimated that 24 individuals at DHS (23 GPR-funded positions and one PR-funded position) would be eligible for one of the awards in a given fiscal year. Based on this total, DHS' estimated costs resulting from the motion would be \$15,400 GPR and \$300 PR annually.

In reviewing this estimate, it should be noted that the cost estimate assumes that current staffing levels and the length of service of current employees would be representative of future years. The cost of providing lump sum awards would fluctuate on an annual basis depending on the size of recruitment classes from previous years, as well as other recruitment and retention efforts by the Department of Corrections and DHS. In addition, this estimate does not reflect the cost of providing lump sum awards to individuals who have previously passed the relevant years of service thresholds. Finally, note that available payroll data only identifies length of service with the state as a whole.

The motion does not provide additional funding to Corrections or DHS to support the cost of providing the long-term service awards. As a result, the agencies would need to support these costs through the use of base resources.