

COMPENSATION RESERVES AND EMPLOYEE TRUST FUNDS

Omnibus Motion
[LFB Papers #230, #231, #232, and #280]

Motion:

Move to incorporate the following items relating to compensation reserves and the Department of Employee Trust Funds:

Compensation Reserves

1. *Fringe Benefit Costs (LFB Paper #230)*. Adopt Alternative 1 in LFB Paper #230, which would provide \$16,044,000 GPR in 2021-22 and \$33,245,500 GPR in 2022-23 to compensation reserves for prior period and inflationary cost increases associated with fringe benefits, less estimated savings associated with opt-out stipends.
2. *General Salary-Related Provisions (LFB Paper #231)*. Adopt Alternative A1 in LFB Paper #231, which would provide \$21,717,000 GPR in 2021-22 and \$65,734,500 GPR in 2022-23 for two general wage adjustments of 2% each on January 1, 2022, and January 1, 2023. In addition, provide: (a) \$1,000,000 GPR annually for market wage and parity adjustments; and (b) \$1,194,400 GPR in 2022-23 to increase night and weekend differential pay rates to \$0.80 per hour each, beginning January, 2023.
3. *Nursing Assistant and Resident Care Technician Pay Progression (LFB Paper #232)*. Adopt Alternative 1 in LFB Paper #232, which would provide \$52,700 GPR in 2021-22 and \$68,000 GPR in 2022-23 to compensation reserves to implement a pay progression system for nursing assistants and resident care technicians to address recruitment and retention issues.
4. *Hourly Add-on for Correctional Security Positions*. Provide \$1,750,000 GPR annually to compensation reserves to fund 50% of the cost of a \$5 per hour add-on for all hours worked by correctional officers and correctional sergeants at any adult correctional institution that meets the following criteria: (a) on or after the effective date of the bill, the share of vacant correctional officer and correctional sergeant positions at the institution is more than 40%; and (b) where the \$5 add-on is implemented under this provision, the add-on would continue to be paid until the vacancy rate for such positions has been 40% or less for six consecutive months. For an institution that reached the threshold vacancy rate after the effective date of the bill, the add-on would begin to be paid after the Division of Personnel Management (DPM) in the Department of Administration determined the criteria had been met. Include the \$5 add-on specifications as nonstatutory provisions, and direct that the administrator of DPM include the item in the proposed 2021-23 compensation plan or as a

