This morning, the JFAC committee voted on both the statewide CEC recommendations, and the DHR budget related to HR consolidation. The following were approved:

**CEC**

* $1.20 per hour per FTP, for permanent employee compensation to be distributed on the basis of merit at the discretion of agency heads and institution presidents, with the flexibility to distribute funding for recruitment and retention purposes in hard-to-fill and hard-to-retain positions.
* Upward shift of the core compensation schedule (shown below) by an average of 8.5% with the exception of the minimum wage in pay grade D. This will result in increases to midpoints ranging from 1% to over 20% depending on the grade. Average compa-ratio will be 90%.
* Implement an additional salary structure for public safety positions. *The proposed funding for equity adjustments related to the new structure was not approved and will be handled in individual agency budgets.*
* Moving pay grade minimums to 75% and maintaining the maximum of 150%.

**CORE STRUCTURE SHIFT:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Current Midpoint** | **Proposed 75%  Minimum** | **Proposed Midpoint** | **Proposed 150% Maximum** | **% change** |  | **% from P25** |  | **Resulting Compa-Ratio** |
| V | $203,549 | $168,750 | $225,000 | $337,500 | 10.5% |  | -14% |  | 107% |
| T | $156,707 | $131,250 | $175,000 | $262,500 | 11.7% |  | -8% |  | n/a |
| R | $123,698 | $112,500 | $150,000 | $225,000 | 21.3% |  | -4% |  | n/a |
| Q | $111,509 | $97,500 | $130,000 | $195,000 | 16.6% |  | -18% |  | 96% |
| P | $101,317 | $84,750 | $113,000 | $169,500 | 11.5% |  | -16% |  | 90% |
| O | $92,643 | $74,550 | $99,400 | $149,100 | 7.3% |  | -13% |  | 89% |
| N | $85,488 | $66,225 | $88,300 | $132,450 | 3.3% |  | -11% |  | 91% |
| M | $77,355 | $59,250 | $79,000 | $118,500 | 2.1% |  | -8% |  | 89% |
| L | $68,453 | $52,050 | $69,400 | $104,100 | 1.4% |  | -5% |  | 90% |
| K | $60,611 | $46,050 | $61,400 | $92,100 | 1.3% |  | -2% |  | 91% |
| J | $54,142 | $40,950 | $54,600 | $81,900 | 0.8% |  | 1% |  | 90% |
| I | $48,006 | $36,750 | $49,000 | $73,500 | 2.1% |  | 5% |  | 88% |
| H | $41,122 | $31,125 | $41,500 | $62,250 | 0.9% |  | 3% |  | 92% |
| G | $35,714 | $27,375 | $36,500 | $54,750 | 2.2% |  | 3% |  | 94% |
| F | $31,429 | $24,300 | $32,400 | $48,600 | 3.1% |  | 0% |  | 97% |
| E | $27,914 | $21,750 | $29,000 | $43,500 | 3.9% |  | -3% |  | 99% |
| D | $24,960 | $19,500 | $26,000 | $39,000 | 4.2% |  | -6% |  | 96% |

**DHR MODERNIZATION BUDGET**

* Approved the Governor’s recommendations to consolidate statewide human resources into the Division of Human Resources which changes the fee structure from charging agencies with classified employees to charging Executive Branch agencies with both classified and non-classified employees.
* Transfer of personnel funds related to 137 FTE statewide.