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2013-2015 Compensation Plan Gives State Employees First Pay Raise in Six Years

Today, the Office of State Employment Relations (OSER) released the 2013-2015 biennial Compensation Plan. This plan specifies the salary and overtime that state employees are eligible to receive based upon their role with the State. For the first time in five years, state employees will receive a general wage increase.

The 2013-2015 Compensation Plan includes:

- A 1% pay increase in fiscal year 2014 for eligible state employees, and a second 1% pay increase in fiscal year 2015 for eligible state employees. This is the first general wage adjustment since 2008 for most state employees.
- In addition to the 1% increase per fiscal year, any employee making less than \$15 per hour will receive up to a \$0.25 increase in hourly wages in fiscal year 2014. Employees who make \$14.75 or less will receive an additional quarter per hour. Employees making between \$14.76-\$14.99 per hour will receive the difference to bring them to the full \$15 per hour.
- Market increases in fiscal year 2015 for eligible employees in 220 specified job classifications, such as IT positions, nurses, and forensic experts.

The 2013-2015 budget includes funding to cover the 1% wage increase over the biennium, as well as the \$0.25 and market increases. These increases impact more than 40,000 State employees and will cost approximately \$43.6 million (this includes fringe benefits). The \$43.6 million is paid for with general purpose revenue (GPR) funds out of the Compensation Reserve.

The 2013-2015 Compensation Plan has been submitted to the legislature's Joint Committee on Employment Relations (JCOER). If approved by JCOER prior to June 30, the plan will become effective June 30, 2013, and employees will see the salary increases on their July 25 paycheck.

The 2013-15 Compensation Plan will be posted on the [OSER website](#) . Click on *Compensation Plan Toolkit* to see all the materials.

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