

Fiscal Employee Increase Guidelines

SB 2124 Pg.84, Section 130, 50-35-04. Calculation of formula payment – Expenditures, 1d

Compensation equity and salary increases. The department may limit future salary increases for human service zone team members who received a salary increase from the county commissioners or county social service board for calendar year 2018 or 2019 which was above the salary increase provided by the legislative assembly for state employees or who receive a wage above equitable compensation

SB 2124 Pg. 45 Section 67, subsection 7.

(The zone director) Shall establish, as agreed upon by the department, equitable compensation and salary increases for all human service zone team members within established appropriation.

SB 2124 Pg. 92

The department may limit future salary increases for an employee who is transferred under this section or section 141 who received a salary increase from their former county commissioners or county social service board for the calendar years 2018 or 2019 above the salary increase provided by the legislative assembly for state employees or who receive a wage above equitable compensation.

SB 2124 Pg. 4 Section 2, subsection 2c

The human service zone director shall submit the proposed increase in staff to the human service zone board for review. The human service zone director shall work with the department to achieve equitable compensation and salary increases for all human service zone team members within the human service zone. The human service zone director shall notify appropriate host county staff of all staffing changes for administrative purposes.

Guidance

The county will provide the position control log file for each county social services position and provide their salary for December 2017, December 2018, and August 2019. The zone director must also disclose any one-time increases given to any employee in 2018 and 2019.

Salary Increases

- A. Employees who received increases of any type totaling more than a total of 5% across CY 2018 and CY 2019 or more than 2% in 2019 will not be eligible for an increase in CY 2020.
- B. An employee who received a reclassification will be reviewed on a case by case basis for salary increase eligibility.
- C. The department will issue updated salary increase guidance for CY 2021 by June of 2020.

Equity Increases

- A. The department will use the most recent PCL file to calculate a compensation equity increase for eligible employees below 85% of the midpoint range of their designated grade.
- B. If an equity increase was provided in 2018 and 2019, and it brought the employee above 85% of the midpoint range of their designated grade, then the employee may not be eligible for an increase in salary subject to the guidance above.