

Fiscal Year 2024 Executive Branch Compensation Changes FAQ

What changes will I see in my base rate of pay and what Cost-of-Living Adjustments (COLA's) should I expect?

Current Compensation Schedules have been updated by the DHRM and can be found [here](#). Changes for specific employee groups are explained below.

Unclassified Employees

Section 1 of Assembly Bill 522 (2023), otherwise known as the "Pay Bill," sets forth that unclassified employees will receive a COLA equal to twelve percent (12%) on July 1, 2023.

Classified Employees

Sections 5 and 6 of the Pay Bill establish COLAs for classified employee salaries based on Collective Bargaining Units. Information regarding job titles that are grouped into each Bargaining Unit can be found on the Labor Relations Unit's webpage [here](#).

- Classified employees not covered under a Bargaining Unit or that are in Bargaining Units B, C, D, & J received a COLA equal to twelve percent (12%) on July 1, 2023.
- Classified employees covered under Bargaining Units A, E, and F (AFSCME) received a COLA equal to thirteen percent (13%) on July 1, 2023.
- Classified employees covered under Bargaining Unit G (NPU) received a COLA equal to thirteen percent (13%). This Bargaining Unit was additionally authorized a two-grade salary increase (Section 22) on July 1, 2023.
- Classified employees covered under Bargaining Unit H (NPOA) received a COLA equal to ten percent (10%). This Bargaining Unit was additionally authorized a one, two, or three-grade salary increase (Sections 22 and 23) on July 1, 2023.
- Classified employees covered under Bargaining Unit I (FOP) received a COLA equal to thirteen percent (13%). This Bargaining Unit was additionally authorized a two-grade salary increase (Section 22) on July 1, 2023.
- Classified employees covered under Bargaining Unit K (BBFFA) received a COLA equal to ten percent (10%) on July 1, 2023.

** Please note that the Pay Bill authorized COLAs in excess of what was agreed upon between the State Executive Branch and the Unions in collective bargaining agreements (CBAs). Each CBA reflects a COLA of eight percent (8%).*

What changes will I see in my base rate of pay if I am a peace officer in addition to a COLA?

Sections 21 through 23 of the Pay Bill direct grade increases for peace officers at certain levels.

- Category I peace officers classified as DPS Captains and DPS Lieutenants received a one-grade salary increase on July 1, 2023 (Section 21).
- Category I peace officers covered under Bargaining Unit G (NPU) received a two-grade salary increase on July 1, 2023 (Section 22).
- Category II peace officers covered under Bargaining Unit H (NPOA) received a one, two, or three-grade salary increase on July 1, 2023 (Sections 21 through 23).

- Category II peace officers classified as Youth Parole Counselors received a one-grade salary increase on July 1, 2023 (Section 21).
- Category II peace officers classified as Attorney General Deputy Chief Investigators received a two-grade salary increase on July 1, 2023 (Section 22).
- Category II peace officers classified as Cybercrime Investigators and Criminal Investigators received a three-grade salary increase on July 1, 2023 (Section 23).
- Category III peace officers covered under Bargaining Unit I (FOP) received a two-grade salary increase on July 1, 2023 (Section 22).
- Category III peace officers classified as Correctional Sergeants and Correctional Lieutenants received a one-grade salary increase on July 1, 2023 (Section 21).

What Retention Incentives can I expect and when will payments be processed?

Under Section 26 of the Pay Bill, Executive Branch employees will receive a Retention Incentive equal to one thousand dollars (\$1,000.00) for FY 24. The Retention Incentives will be disbursed in four installments on the following check dates:

- October 26, 2023 (Pay Period 09, FY 24)
- February 2, 2024 (Pay Period 16, FY 24)
- April 26, 2024 (Pay Period 22, FY 24)
- July 19, 2024 (Pay Period 02, FY 25)

What Continuity of Service incentive can I expect and when will they be processed?

More information regarding the Continuity of Service incentives will be forthcoming.

What PERS Contribution changes are there?

Regular Members

Beginning July 10, 2023, the contribution rate for members of the Public Employees' Retirement System (PERS) who elect to participate in the Employee/Employer pay contribution plan increased from 15.50% in FY 23 to 17.50%.

Beginning July 10, 2023, the contribution rate for members of the Public Employees' Retirement System (PERS) who elect to participate in the Employer pay contribution plan increased from 29.75% in FY 23 to 33.50%.

Police/Fire Members

Beginning July 10, 2023, the contribution rate for members of PERS who elect to participate in the Employee/Employer pay contribution plan to the Police/Fire Fund increased from 22.75% in FY 23 to 25.75%.

Beginning July 10, 2023, the contribution rate for members of PERS who elect to participate in the Employer pay contribution plan to the Police/Fire Fund increased from 44.00% in FY 23 to 50.00%.

Are there any additional compensation adjustments for classified employees covered under a CBA?

Please refer to the Compensation Article and Leave Article in the specific CBA for any adjustments to pay or leave other than COLA's or Retention Incentives.

[AFSCME](#) - (Bargaining Units A, E, & F) Article 10, Compensation & Article 11, Leave

[BBFFA](#) - (Bargaining Unit K) Article 9, Compensation & Article 10, Leave

[FOP](#) - (Bargaining Unit I) Article 11, Compensation & Article 12, Leave

[NPOA](#) - (Bargaining Unit H) Article 10, Compensation & Article 11, Leave

[NPU](#) - (Bargaining Unit G) Article 10, Compensation & Article 11, Leave