

SALARY ADJUSTMENTS

GOVERNOR'S RECOMMENDED BUDGET - FY 2008

Description	Amount
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Currently, Georgia is ranked 1st in the southeast for average teacher salaries. Governor Perdue continues to demonstrate his respect and appreciation for the hard work of teachers by providing a 3% pay raise for all teachers, which is in addition to the 3% salary increase that more than half of the teachers will earn due to progression on the teacher salary schedule. The Governor also understands that many teachers purchase classroom supplies out of their pockets, to ensure their students have the tools they need to learn. In recognition of this, the Governor is continuing to provide public school K-12 teachers in Georgia with a \$100 gift card to buy much needed classroom supplies. Also, the dedicated faculty and staff at the University System and Department of Technical and Adult Education will receive a 3% salary improvement. Average faculty salaries in Georgia continues to rank near the top of SREB states and are nearly 98 percent of the national average. This increase will ensure that faculty salaries remain competitive.

Recruitment and retention of talented State employees will always be one of the most important issues facing the public sector. Because we are faced with an increasingly competitive labor market it is important to ensure that our salaries and benefits remain commensurate with similar employers. The State commissioned a Compensation and Benefits Study which concluded that salary adjustments were needed in order for us to remain competitive. As a result of this study, the Governor is providing agencies 0.5% of total personal services to be used for market adjustments, performance incentives or equity adjustments. Additionally, certain job classifications that have been identified as more than 25% below market rate will be eligible for a supplemental salary adjustment.

The recommendations put forth by the Governor in this budget are focused on attracting, motivating, and retaining a high performing workforce. The Governor's vision of becoming the best managed state in the nation can only be achieved by employing the best employees.

Pay Package

<p>1 Provide for general salary increase of 3% for employees of the Executive and Legislative Branches effective January 1, 2008. The proposed salary adjustment for Executive Branch employees will be in conformance with the compensation and performance management plans promulgated by the State Personnel Board or as otherwise provided by law. Provide also for a cost-of-living adjustment as provided by O.C.G.A. code section 45-7-4(a) and (b). Additionally, provide 0.5% of total personal services to be used for market adjustments, performance incentives or equity adjustments according to plans approved by the Georgia Merit System and the Governor's Office of Planning and Budget.</p>	\$42,498,694
<p>2 Provide for supplemental salary adjustments for certain identified job classifications to ensure that all incumbents hired as of January 1, 2008 are paid no less than 75% of the market as identified in the Georgia Merit System Compensation and Benefits Study.</p>	7,544,270
<p>3. Provide a 3% increase to the state base salary on the teacher salary schedule for the State Board of Education effective September 1, 2007. This proposed 3% salary improvement is in addition to the salary increases awarded to certificated personnel through normal progression on the teacher salary schedule. Provide for a 3% increase for bus drivers and lunchroom workers effective July 1, 2007.</p>	186,559,040
<p>4. Provide a 3% funding level for merit-based increases for Regents faculty effective and Regents non-academic personnel effective January 1, 2008. Provide a 3% salary increase for public librarians effective January 1, 2008.</p>	23,709,863
<p>5. Provide a 3% salary increase for teachers and support personnel with the Department of Technical and Adult Education effective January 1, 2008.</p>	5,087,547
Total	\$265,399,414

Notes:

The 3% salary increase is reflected in the agency financial summary and budget summary. The 3% salary increase total for teachers includes state and local five mill share funds.

SUMMARY OF IDENTIFIED JOB CLASSIFICATIONS

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Departments/Agencies	Critical Job Classification Title
Banking and Finance, Department of	Financial Examiner Assistant Financial Examiner 1 Financial Examiner 2
Corrections, Department of	Food Service Supervisor Mental Health/Mental Retardation Counselor 2
Defense, Department of	Food Service Employee 1
Driver Services, Department of	Driver Examiner 1
Human Resources, Department of	Program Assistant Nurse Licensed Practical Inpatient Nursing Assist, Certified Nurse (Inpatient) Nursing Assist Lead, Certified Nurse Practitioner Nurse, Public Health Nurse Specialist, Public Health Nurse Licensed Practical, Public Health Nursing Supervisor, Public Health
Investigation, Georgia Bureau of	Crime Lab Scientist 2
Juvenile Justice, Department of	Food Service Employee 1 Administrative Operations Coordinator 2 Juvenile Detention Center Director 1 Nurse Practitioner
Natural Resources, Department of	Environmental Engineer 3 Environmental Engineer 2 Environmental Engineer 1
Public Safety, Department of	Motor Carrier Compliance Division Corporal Safety Officer 2 Communications Equip Officer 2 Police Corporal
Revenue, Department of	Revenue Agent 1
Transportation, Department of	Equipment Operator 3 Equipment Operator 2 Maintenance Equipment Operator Equipment Operator 1 Engineering Technician Engineer 2, Design Engineer 1, Design
Workers' Compensation, State Board of	Secretary, Legal

Note:

Job classifications were identified by the Department of Personnel Administration through the Georgia Merit System Compensation and Benefits Study.