



The 2018 Legislative Pay Plan is to provide state employees with approximately a 5.0% salary adjustment from FY 2018 through FY 2019. Therefore, benefits-eligible employees in the Executive or Legislative Branch who have been continuously employed since July 1, 2017 are proposed to receive **one** of the following:

1. Employees who received a 2.5% increase from the Legislature's Pay Plan last July **or** an agency-funded increase for those who were left out of the Legislature's Pay Plan last July, will receive a single step, or approximately 2.5%; or
2. Employees who did **not** receive an increase from either the Legislature's Pay Plan last summer **or** an agency-funded increase for those who were left out of the Legislature's Pay Plan last July, will receive two steps, or approximately 5.0%.

There are several groups of employees excluded from these increases, including:

- Groups of employees who were specifically excluded from receiving increases from the Legislature's Pay Plan last summer (i.e., Legislators, statewide elected officers, KHP Troopers, KBI staff part of the Recruitment and Retention Plan, teachers at the Schools for the Deaf and Blind, etc.);
- Any employee who received a two-step, or approximately 5.0%, increase under the Legislature's Pay Plan last July; and
- Employees of the Board of Regents and the Regents institutions.

For uniformed staff in the Department of Corrections, the hiring rate for the following job classifications will be set at step 10 for all facilities, bringing all facilities to the same hiring rate as established for these job classifications at the El Dorado Correctional Facility in Executive Directive 17-482 last August:

- Corrections Officer IA—\$15.75/hour
- Corrections Officer IB— \$16.56/hour
- Corrections Officer II—\$17.39/hour
- Corrections Supervisor I—\$20.13
- Corrections Supervisor II—\$22.16

Employees in these job classifications who are currently below step 10 will be raised to that step, resulting in increases of: a single step, or approximately 2.5%, for employees currently at step 9; two steps, or approximately 5.0%, for employees currently at step 8; or three steps, or approximately 7.5%, for employees currently at step 7.

In addition, benefits-eligible employees in the following job classifications who have been continuously employed since July 1, 2017 will receive two steps, or approximately 5.0%, regardless of whether they received any increase under the Legislature's Pay Plan last July:

- Corrections Officer IA—Grade 19
- Juvenile Corrections Officer IA--Grade 19
- Corrections Officer IB—Grade 20
- Juvenile Corrections Officer IB--Grade 20
- Corrections Officer II—Grade 21
- Juvenile Corrections Officer II—Grade 22
- Corrections Specialist—Grade 24
- Corrections Supervisor I—Grade 24
- EAI Investigator—Grade 24
- Juvenile Corrections Officer III--Grade 25
- Corrections Supervisor II—Grade 26
- EAI Supervisor—Grade 26
- Corrections Supervisor III—Grade 28

Employees who received increases as a result of the establishment of step 10 as the hiring rate for the five job classifications indicated above will receive the two-step increase as well, provided they have been continuously employed with the State since July 1, 2017.

These increases will all take effect the pay period beginning June 17, 2018, so employees will see the increases in the first paycheck that they receive FY2019 on July 13, 2018.