

SUBCOMMITTEE RECOMMENDATION

Public Defense Services Commission Compensation Plan Change Report

To: Ways and Means Full Committee
From: Public Safety Subcommittee
Carrier: Representative Stark

On February 21, the Public Safety Subcommittee recommended acknowledging receipt of a report from the Public Defense Services Commission on compensation plan changes.

By statute, PDSC is to adopt a compensation plan, classification system and personnel plan that are commensurate with other state agencies.

PDSC approved two cost-of-living allowance adjustments that are similar to those negotiated by the Executive and Judicial branches and which includes a 2.5% COLA effective December 1, 2021 and a 3.1% COLA effective December 1, 2022. The 2021-23 biennial cost for both COLAs is estimated to be \$1 million General Fund and \$1.7 million General Fund for the 2023-25 biennium.

In addition, the compensation plan provides for a one-time pandemic recognition payment of \$1,550 for employees for work during the COVID-19 pandemic, which is estimated to cost \$46,500 General Fund. This also equates to a comparable Judicial branch-negotiated benefit.

Additional compensation plan changes include a technical adjustment to two attorney classifications to conform with adjustments made by the Department of Justice, modifying the Paralegal classification salary range by eliminating the bottom Step-1 and adding a new top step, and modifying the Program Analyst 4 classification to align with the Research Analyst 4 salary range. The estimated cost is \$55,824 General Fund and will be funded by agency vacancy savings.

The compensation plan adjustments detailed in the report apply only to state employees of PDSC.

The Public Safety Subcommittee recommends approval.