

# Transitioning Partial to Fully Benefited Employees

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## Requester Information

**Legislator:** Snider, Casey

Creation Date: 2024-01-26

Submission Date: 2024-01-26

## Section 1: Request Details

**Description:**

Advance 36 partially benefited employees (level 2) to fully benefited (level 3) employees, requires compensation adjustments to wages and related benefits (social security, Medicare), healthcare (medical & dental), retirement, disability, and life insurance at Bridgerland Technology College.

**Legislative designee contact information:**

- Name: Chad Campbell
- Organization: Bridgerland Technical College
- Position: President

## Section 2: Funding Information

**How will the appropriation be used?**

	One-time	Ongoing
Personnel Services	2024: \$0.00 2025: \$0.00	\$1,300,000.00
In-State Travel	2024: \$0.00 2025: \$0.00	\$0.00
Out-of-state Travel	2024: \$0.00 2025: \$0.00	\$0.00
Supplies and Equipment	2024: \$0.00 2025: \$0.00	\$0.00
Technology Purchases	2024: \$0.00 2025: \$0.00	\$0.00
Infrastructure/Capital Investments	2024: \$0.00 2025: \$0.00	\$0.00
Other Charges/Pass Thru	2024: \$0.00 2025: \$0.00	\$0.00
Expenditure Total		
One-time 2024	One-time 2025	Ongoing 2025
\$0.00	\$0.00	\$1,300,000.00

**Funding Sources:**

## Income Tax Fund

- Amount Requested 2024 (One-time) \$0.00
- Amount Requested 2025 (One-time) \$0.00
- Amount Requested 2025 (Ongoing) \$1,300,000.00

## Revenue Total

One-time 2024	One-time 2025	Ongoing 2025
\$0.00	\$0.00	\$1,300,000.00

## Should unused funding be returned to the state at the end of the fiscal year?

Yes

## Is this project scalable if the Legislature does not fund the full requested amount?

Yes

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## A short explanation describing how the project might be scaled

In an effort of fairness, ideally, all employees should be transitioned together. But if not possible, scalability for a smaller target group would be implemented with the intent of future funding. See the attached audit memo for average employee amounts for scalability calculation.

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## Section 3: Agency Information

### Subjects:

Compensation  
Education and Research

### Agency:

501 / Bridgerland Technical College

### Type of entity to receive pass-through funding

- State Government
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## Section 4: Performance Outcome Measurement

### Who would benefit from this request (who is the target audience)?

All 36 Bridgerland Technology College level 2 employees would transition from currently receiving only healthcare for themselves, to receiving full healthcare benefits for themselves and dependents, retirement, disability, insurance, and additional wages to become level 3 employees.

### What is this project or program intended to accomplish?

Equalize wages and benefits between level 2 and level 3 employees and increase employee retention rates.

### How will the Legislature know whether the project or program achieved its intended purpose?

All 36 employees transitioned from level 2 and level 3 during fiscal year 2025.

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## Section 5: Other Supporting Documents

### Intent Language

### Previous State Funding