



## Total Rewards Enhancement Summary (SB 229)

### What Employees Gain

- ✓ Tier 2 401(k) Match Enhancement (50% up to 2% employer contribution)
- ✓ Match remains dollar for dollar up to a \$26 employee contribution w/ 50% match for contributions above \$26
- ✓ One flexible Paid Time Off leave bucket
- ✓ Annual leave converted at a 1:1 ratio
- ✓ PTO leave balances paid out at separation
- ✓ Accrued sick leave balances will still be available for use (PTO not req'd first)
- ✓ Accelerated PTO accrual rate
- ✓ New accrual schedule:
  - 0 - 3.9 years = 6 hours per PP
  - 4 - 7.9 years = 7 hours per PP
  - 8 - 11.9 years = 8 hours per PP
  - 12+ years = 9 hours per PP
- ✓ Annual max PTO rollover cap to 360 hrs
- ✓ Employer paid Short-Term Disability
- ✓ Employer paid AD&D
- ✓ Paid postpartum recovery leave - increasing from 3 wks to 9 wks (12 wks w/ parental leave)

### Part of Package Outside the Bill:

- ✓ Job Architecture for classified jobs
- ✓ Group jobs by skill set & competencies defining career paths
- ✓ Modernize job descriptions and titles improving market matches and salary data
- ✓ Consolidate 657 salary ranges to 20-45 grades for consistency across agencies

### What Employees Would Lose

- Discontinue accruing sick leave, reducing total leave 2 hours/pay period (52 hrs. annually max.)

## 2 SB 229 State Employee Benefits Amendments

Annual salary// per hour	*Sick leave \$\$	*PTO \$\$ (annual)	*Tier 2 401K 2% (annual)	Total Value Gained (annual)
45,000// 21.63	\$0	\$1,124	\$900- \$676 = \$224	\$1,348
60,000// 28.85	\$0	\$1,500	\$1,200- \$676 = \$524	\$2,024
75,000// 36.06	\$0	\$1,875	\$1,500- \$676= \$824	\$2,699
100,000// 48.08	\$0	\$2,500	\$2,000- \$676= \$1,324	\$3,824

**\*Sick leave:** \$0 financial value

**\*PTO \$\$:** moves most employees "up two hours" per pay period in compensable time- so assume a 2 hours increase per pay period in compensable time

**\*Tier 2 401K 2% match:** the state (employer) will give 2% match- but ensured we deducted the \$26 per pay period match (or \$676 total)

As salary increases, the value for the employee increases. And even at the level of \$45,000 per year, an employee is able to see a \$1300 financial increase because of this policy (if they participate fully). That's a 3% increase to their overall compensation package.