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## FISCAL IMPACT REPORT

SPONSOR:	Russell	DATE TYPED:	05/05/99	HB	13
SHORT TITLE:	Salary Increases to Achieve Parity			SB	
				ANALYST:	Trujillo

### APPROPRIATION

Appropriation Contained		Estimated Additional Impact		Recurring or Non-Rec	Fund Affected
FY99	FY2000	FY99	FY2000		
	\$ 186.0			Recurring	General Fund

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to HB 9, HB 10 and SB 15

### SOURCES OF INFORMATION

LFC Files

## **SUMMARY**

### Synopsis of Bill

HB13 Appropriates from the general fund to the Department of Public Safety one hundred eighty-six thousand dollars (\$186,000) for the purpose of increasing special investigation salaries to achieve parity with state police officer salaries. Also, any unexpended or unencumbered balance remaining at the end of the fiscal year 2000 shall revert to the general fund.

## **FISCAL IMPLICATIONS**

Increases personal services and employee benefits within the Special Investigations Division. This analyst questions how the \$186,000 was calculated. Clearly there is a difference in job duties and classification. If the intention of this bill is to achieve officer parity with state police officers, HB13 does not include the commissioned officers of the Motor Transportation Division.

## **OTHER SUBSTANTIVE ISSUES**

During the past interim, the issue of salary parity was discussed with the LFC. There is an existing debate as to whether or not there is equity amongst commissioned officers. Officers in the Special Investigations Division believe their salaries should directly correlate with those of state police officers. Also, officers from the Motor Transportation Division of DPS believe that parity should exist amongst the other officers within the agency. State Police Officers have expressed that they are unique and follow different training and classes therefor the salary increase which occurred in July, 1998 is substantiated.

The following information is from a brief provided to the LFC during the fall:

**State Police Salary and Compensation Program.** Effective July 11, 1998, DPS implemented a new personnel policy which establishes a Salary and Compensation Program for state police officers. The plan addresses issues such as:

Entrance Salary Anniversary Salary Increase

Salary Upon Promotion Salary Upon Demotion (punitive)

Pilot Certification Compensation Agent's Incentive Pay

Special Incentive Pay Shift Differential

Salary Upon Reclassification Salary Upon Reinstatement

Relocation Stipend Certification Waiver

Implementation Methodology

**New/Ongoing Initiatives With Regard to the Pay Plan.** The current salary pay plan provides step increases at roughly 3% increments. In order for the pay system to continue to be effective, the legislature's appropriation would need to be consistent with the incremental step increases within the pay plan. DPS is requesting \$300.9 to fund the increase. Recognizing this may obligate future legislative actions, the DPS reports they are not pursuing an option to amend the current statute eliminating the mandate of a step within salary ranges.

At the August 1998 hearing, it was presented that the state police officer pay plan has created a stir within the DPS and with the inclusion of the MTD officers, and there was a realistic chance that DPS would request commissioned officer equity. DPS reported that they will not pursue this option at this time.

LAT/njw