

## State Employees and Retirees Benefit Greatly from Cooper Compromise Budget

Republican Conference Budget Shortchanges Most State Employees, Retirees

Governor Cooper's compromise budget:

- Invests **\$667 million** more for state employee compensation than the Republican Conference Budget
- Includes a **\$3.5 billion bond** for Education, Water, and Sewer infrastructure improvements statewide
- Restores **\$6 million** in cuts to key positions at state agencies that protect food, water, and wildlife, and staff our state parks and historic sites
- Provides an **additional \$68 million** for retiree cost-of-living adjustments

SIDE BY SIDE – Investment in Raises over the Biennium

| GROUP  | REPUBLICAN CONFERENCE              | COOPER COMPROMISE                                    | How much more is the Cooper Compromise? |
|--|------------------------------------|--|---|
| <b>Employee Salaries (includes state, NCCCS, UNC, and LEA employees)</b> | Total Salaries: \$566 million      | Total Salaries: \$1.2 billion                        | \$667 million                           |
| <b>Non-certified School Personnel</b>                                    | 2% increase<br>(\$46.3 million)    | 5% increase<br>(\$115.6 million)                     | \$69.3 million                          |
| <b>UNC System</b>  | Funding for 1%<br>(\$45.5 million) | Funding for 5% SHRA, 2%<br>EHRA<br>(\$132.5 million) | \$87 million                            |
| <b>Community College Employees</b>                                       | Funding for 2%<br>(\$37.2 million) | Funding for 4%<br>(\$74.4 million)                   | \$37.2 million                          |
| <b>Retirees</b>  | Funds 1% NR COLA<br>(\$34 million) | Funds 2% NR COLA<br>(\$102 million)                  | \$68 million                            |
| <b>Salary Adjustment fund</b>  | No funding                         | \$20 million   | \$20 million                            |
| <b>Vacant Positions/Salary Reserve</b>                                   | Cut \$6 million                    | No cuts  | \$6 million                             |

- Salary Adjustment Fund helps recruit hard-to-fill positions and provides market-based adjustments.
- Offers a transparent and open process to find the best place to move the Department of Health and Human Services.
- Delays to the budget **do not** decrease state employee compensation increases as all raises would be retroactive to July 1 (fiscal year start date).
- Under the Republican conference budget only 27% of state workers received the 5% raise that was promised.