

Governor Parson's Recommended Statewide Salary Adjustments for Fiscal Year 2020

- **Is Governor Parson recommending a salary increase for state employees in his Fiscal Year 2020 budget?**
 - Yes.
- **Who will receive Governor Parson's recommended salary increase?**
 - All State of Missouri employees (except MODOT employees who will receive a different salary adjustment as requested by MODOT to address its unique circumstances).
- **How much will the recommended salary increases be?**
 - The recommended increase is a three percent cost of living adjustment.
- **When will the recommended salary increases begin?**
 - January 1, 2020
- **How much will the average State of Missouri employee receive?**
 - As of January 1, 2019, the average state employee earns approximately \$40,722. With the statewide 3% increase beginning January 1, 2020, that number will rise to \$41,943.
- **How much is budgeted for the recommended salary increases?**
 - The cost of the Fiscal Year 2020 statewide pay plan is \$30 million dollars (\$18 million General Revenue)
- **Are there any other recommended salary adjustments that apply across departments?**
 - Yes. Approximately 4,500 individuals will receive additional increases to bring salaries up to market minimums.
- **Are there any additional recommended salary adjustments unique to other departments?**
 - Yes. The Department of Corrections will be receiving a specialized salary adjustment in addition to the statewide salary plan to help address their unique retention and turnover issues. The Missouri Department of Transportation also will have a salary adjustment to address its unique circumstances.

Additional information regarding the above will be available at a later date.