

PERMANENT CHAMBER OR PARTY STAFFING
Prepared for the Legislative Council
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Currently, temporary short-term employees who perform session work, and if they work more than 10 months, are required to participate in the Public Employees Retirement System, but generally receive no annual or sick leave, no health benefits, and no PERS.

The amount of benefits that would be provided would determine the category of employee. The definitions of part-time, temporary, seasonal, etc., determine the eligibility for benefits. If the Council makes these determinations, then appropriate legislation can be drafted to work within the state payroll, benefits, and retirement systems. This may also require authorization of additional FTEs.

Eligibility decisions

- 1) Annual and sick leave benefits, holidays
- 2) Comp time
- 3) Group health insurance
- 4) Eligibility for retirement - could investigate option to be included in statutes with legislators

Options

- We could extend the short-term work period for legislative session employees, but that may affect some non-session employees (i.e., IT modified FTEs)
- Statutes for some types of staff include whether there is eligibility for permanent status and they must apply through a competitive process.
- Because of legislative cycle, could recommend appointment for 2-year terms.
- Who would be the hiring authority? If they work for a single chamber, then the speaker/president and majority leader or caucus leaders could hire. If they work for both chambers, the leaders could make a recommendation and have the Legislative Council hire.

Cost estimates

See attachment

Scenario: 20 hours per week.				
	Chief Clerk	Aide to Leadership	Secretary of Senate	Aide to Leadership
Pay Rate	\$48.39	\$26.66	\$48.39	\$26.66
x hrs/ 2 yr term	2080	2080	2080	2080
Total Base Pay	100,651.20	55,452.80	100,651.20	55,452.80
Payroll Taxes (9.091%)	9,150.20	5,041.21	9,150.20	5,041.21
PERS* (used avg %- see PERS note)	8,424.51	4,641.40	8,424.51	4,641.40
Health Insurance**	11,531.00	11,531.00	11,531.00	11,531.00
Total Cost Per Position	129,756.91	76,666.41	129,756.91	76,666.41
Total Cost, all positions	412,846.64			

Scenario: 40 hours per week.				
	Chief Clerk	Aide to Leadership	Secretary of Senate	Aide to Leadership
Pay Rate	\$48.39	\$26.66	\$48.39	\$26.66
x hrs/ 2 yr term	4160	4160	4160	4160
Total Base Pay	201,302.40	110,905.60	201,302.40	110,905.60
Payroll Taxes (9.091%)	18,300.40	10,082.43	18,300.40	10,082.43
PERS* (used avg %- see PERS note)	16,849.01	9,282.80	16,849.01	9,282.80
Health Insurance**	11,531.00	11,531.00	11,531.00	11,531.00
Total Cost Per Position	247,982.81	141,801.83	247,982.81	141,801.83
Total Cost, all positions	779,569.28			

Pay rate is based on proposed House and Senate Staff Pay Matrix (pending approval from Legislative Council).

Pay rate is based on Step 5 (currently the highest level in the matrix)- BEFORE any additional compensation for across the board (as proposed in matrix)

Chief Clerk, Sec of Senate: Band 9

Aide to Leadership: Band 6

*PERS Rates (per statute- increase of .1% ea fiscal year)

2015 session	1/1/15-6/30/15	0.0827
interim	7/1/15-6/30/16	0.0837
interim	7/1/16-12/31/16	0.0847

**Health Insurance Current state share contribution is \$443.50

NOTE: HB 13 provides for increased state share contribs for HB2 employees. HB1 employees have never had state share before. Would have to specifically provide for it in HB 13 (if deemed necessary- cost would not be significant for 4 employees).

2013 Feed Bill

Senate Attache Budget 749,877

House Attache Budget 762,722