



January 13, 2020

Honorable Eli Bebout
Honorable Bob Nicholas
Joint Appropriations Committee
200 West 24th Street
Capitol Building, E201
Cheyenne, WY 82002

Re: Employee Compensation (Letter #3)

Dear Chairman Bebout, Chairman Nicholas and members of the Joint Appropriations Committee,

In our ongoing efforts to find efficiencies in state government and to better identify where future additional budget cuts can best be taken. I have asked agencies to utilize existing personnel more effectively to provide the services our citizens need. To assure success I believe we must reward productivity and initiative.

Knowing full well we are unable to offer permanent salary increases at this time; I am, nonetheless, anxious to recognize good work. Every successful company does so to the best of its ability or risks losing its best to the competition -- a trend we are beginning to experience. Therefore, I have proposed one-time compensation to equitably recognize every hardworking employee. This approach also acknowledges the fact that employee contributions to retirement and health insurance have recently increased. Thus, I have profiled \$20,700,000 in one-time, non-structural general funds for BFY2021 to meet this objective.

I recommend providing \$1,000 salary, plus benefits, per year for each of the two upcoming state fiscal years for BFY2021. My recommendation includes legislatively-appropriated filled or vacant positions, including the Legislative and Judicial branches, Judicial Conduct and Ethics Commission, boards and commissions, Department of Transportation, Game and Fish, University of Wyoming, Community Colleges, Business Council, Office of Tourism, and Enhanced Oil Recovery Commission. For state executive branch positions whose compensation is paid from non-general fund sources, to the extent funds are available, budget for those

Honorable Eli Bebout
Honorable Bob Nicholas
Re: Employee Compensation (Letter #3)
January 13, 2020
Page 2

accounts and funds amounts necessary to provide payment to fund comparable BFY2021 one-time salaries and employer paid benefits.

Thank you for considering this request.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Mark Gordon', written in a cursive style.

Mark Gordon
Governor