

Governor's 4% / \$3K COLA Increase

FAQs

On May 7, 2024, Gov. Brian P. Kemp signed House Bill 19 that includes a 4% Cost of Living Adjustment (COLA) structure pay increase up to a max of \$3,000 for Fiscal Year 2025.

Who is included?

All regular, salaried, benefit-eligible employees are considered eligible for the increase. This includes all state employees across all branches of government (executive, legislative, judicial, authorities, boards, commissions, and local entities).

In addition, employees in law enforcement agencies in specified job codes will also receive a \$3,000 increase on top of the 4% COLA.

When will this increase go into effect?

The effective date of the COLA increase will be July 1, 2024.

What will be processed?

The State Accounting Office will assist agencies with processing the pay increase rows on Job Data that will reflect the 4% / \$3K annual COLA increase in base pay. Additional increases for the specified law enforcement job codes will be combined with the COLA and processed as a single transaction. SAO will also assist agencies in the entry of adjustments on Additional Pay in payroll for those employees who are currently receiving percentage-based additional earnings.

What will not be included?

Some employees in specific positions identified by the Office of Planning & Budget may also be eligible for pay increases on top of the COLA increase; however, these position-specific increases will NOT be included in the mass processing of COLA entries by SAO. To process the subsequent increases, agencies will be responsible for identifying these employees and will make any additional manual entries to Job Data on the next Effective Sequence needed.

Any employee receiving a subsequent pay increase will also need an additional entry on Additional Pay if they are receiving additional earnings. This entry will need to be adjusted manually by the agency on the next sequence number.

What is the schedule?

SAO will process all entries to Job Data for the COLA on June 25, 2024, with an Effective Date of July 1, 2024, on Effective Sequence '0'. Job Data rows for any employees receiving subsequent increases to base pay must be entered on or **after June 26, 2024**, using the same Effective Date on the next available Effective Sequence number.

How will additional pay be handled?

Additional pay that employees are currently receiving based on a percentage of their base pay will have these amounts automatically adjusted to compensate for the increase in their base pay compensation rate. SAO will run a separate process that will calculate the additional pay amount based on the established percentage that each earnings code represents. If an agency intends this amount to be different than the established percentage, these will need to be reviewed and corrected by the agency. A separate communication will be released on which earnings codes will be included in this process.