Yeda announces plan for public servers

Teachers and police officers will have new minimum wage in 2010. Proposal will cost R$ 240 million per year to State Treasury

The “Plan for Valorization of Public Servants” was announced yesterday at Piratini Palace by Governor Yeda Crusius, accompanied by her secretaries. Among the proposed measures, there is a minimum wage increase for teachers, to R$ 1.5 thousand, and for police officers, to R$ 1.2 thousand, to be valid in 2010. The State Government is also proposing the creation of the so-called Institutional Development Plan (PDI), along the lines of the Management Agreement set today with state-owned companies, which consists in paying a 14th salary, and the creation of a new career. Both changes require the government to send and approve, in the state parliament, a constitution amendment, as well as a new regulation for public servants’ careers. The 14th wage is a merit-based bonus, connected to achieving targets set out in results’ agreements signed between the administration and the state departments or companies. The bills will be sent to the state parliament next week.

According to the PDI, once targets are achieved, all participants will receive an equal bonus. Available to the 150 thousand active public servants, the plan is not compulsory and it doesn’t eliminate previous rights. The proposal has a maximum impact of R$ 240 million per year. From this total, R$ 118 million will be targeted to education. The minimum wage of R$ 1.5 thousand will be paid to teachers who work a 40-hour week. It will benefit 32 thousand servers, among the 90 thousand total in education, and it will cost R$ 38.5 million a year.

Yeda is willing to fulfill the promise to double the base wages for policemen until the end of her mandate, which means reaching the R$ 1.4 thousand mark. “This is a project...
with long-term effects, but its immediate impact will be on teachers and policemen”, says the governor. “These measures will make sure the state delivers more universal services, and better quality ones, to our citizens”, points the governor. “On top of that, new hiring of policemen will increase police presence in the streets”, she emphasizes.

According to the proposal that will be sent to parliament, the state government will separate at least R$ 87 million to the security matrix in 2010, even if there is no fiscal surplus in 2009. This measure will benefit all cargoes, except for station officers. Its purpose is to benefit the smaller wages categories. “Public servants have been feeling undervalued for a long time, due to the diminishing number of servants in careers that are key to the population. Today, we have the financial capacity to improve the benefits to these categories”, said her.

Another proposal is to pay the 19% wage increase from “Yeda’s Law” also to the higher ranks in the police force. This percentage was paid to policemen in August 2008. Retired servants from state foundations will also benefit from the plan, with a full-pension pay.

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**MAIN CHANGES**

- Increasing the teachers’ minimum wage to R$ 1.5 thousand for those working 40 hours per week. It benefits 32 thousand teachers. Total impact of R$ 38.5 million per year.
- Minimum wage of R$ 1.2 thousand for policemen, plus R$ 87 million per year to the security’s matrix, even without budget surplus.
- Institutional Development Plan (PDI): bonus wage (14th) to servers who achieve set targets at each department. This will be paid in two 6-months installments. Adhesion to the plan is optional. Total impact of R$ 240 million per year.
- Retirement incentives. The state government will pay up to 70% of the difference between the public pension pay (set nationally at R$ 3,218.90) and the servant’s current wage.
- Increase wage for state departments directors, like the Transit Department, the Road Department, and the Environment Agency, currently around R$ 4 thousand.