

House Concurrent Resolution No. 45

97TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE BERNSKOETTER.

6390H.011

2 **WHEREAS**, the Joint Interim Committee on State Employee Wages was established
3 under HCR 32 in the Ninety-Sixth General Assembly, First Regular Session, and was
4 reauthorized under HCR 33 in the Ninety-Sixth General Assembly, Second Regular Session, and
5 was charged with studying and developing strategies for increasing the wages of Missouri's state
6 employees so Missouri will become competitive with their peer states in regards to state
7 employee wages; and

8 **WHEREAS**, Missouri state employees are ranked 50th out of 50 states for the wages
9 paid to state employees; and

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11 **WHEREAS**, Missouri state employees provide excellent service to Missourians; and

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13 **WHEREAS**, Missouri state employees have had to do more with less resources for the
14 past several years; and

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16 **WHEREAS**, Missouri state employees have not had a pay raise since 2008; and

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18 **WHEREAS**, while state employee wages have remained the same since 2008, Missouri
19 state employee insurance costs have steadily increased; and

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21 **WHEREAS**, the Missouri state employees deferred compensation state match of state
22 employee contributions made up to \$35 has not been funded for several years; and

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24 **WHEREAS**, new Missouri state employees who are first employed by the state after
25 January 1, 2011, are required to contribute 4% of their pay to their retirement plan; and

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27 **WHEREAS**, the State of Missouri does not have comprehensive data on state employee
28 compensation or total compensation; and

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30 **WHEREAS**, the State of Missouri does not have a long-term or strategic plan for
31 increasing the wages of state employees; and

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33 **WHEREAS**, the State of Kansas undertook a similar initiative and has learned many
34 lessons that could benefit the State of Missouri; and

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36 **WHEREAS**, the three poorest states in the nation - West Virginia, Mississippi, and
37 Arkansas - all rank ahead of Missouri in state employee annual compensation:

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39 **NOW, THEREFORE, BE IT RESOLVED** that the members of the House of
40 Representatives of the Ninety-seventh General Assembly, Second Regular Session, the Senate
41 concurring therein, hereby re-authorize the "Joint Interim Committee on State Employee Wages"
42 to function in the legislative interims and during regular legislative sessions upon approval of
43 the Speaker of the House of Representatives and the President Pro Tempore of the Senate
44 through December 31, 2016, upon passage and approval of this resolution, for the purpose of
45 further studying and developing of strategies for increasing the wages of Missouri's state
46 employees so Missouri will become competitive with their peer states in regards to state
47 employee wages; and

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49 **BE IT FURTHER RESOLVED** that upon re-establishment, the Joint Interim
50 Committee shall:

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52 (1) Devise a focused and concise mission statement to guide actions of the Joint Interim
53 Committee;

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55 (2) Request the State Office of Administration to invest in a consultant to conduct salary
56 and total compensation surveys to more comprehensively review and analyze the state
57 classification and compensation structures, similar to what other states have done;

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59 (3) Request the State Office of Administration, with the advice and consent of the Joint
60 Interim Committee, to use the data from the comprehensive study to produce a long-term
61 strategic plan for increasing state employee wages and to present such plan to the Governor, the
62 House Budget Committee, and the Senate Appropriations Committee by January 31, 2017;

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64 (4) Such other matters as the Joint Interim Committee may deem necessary in order to
65 determine the proper course of future legislative and budgetary action regarding these issues; and

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67 **BE IT FURTHER RESOLVED** that the Joint Interim Committee be composed of the
68 following members:

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70 (1) Two majority party members and one minority party member of the House of
71 Representatives, to be appointed by the Speaker and Minority Leader of the House;

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73 (2) Two majority party members and one minority party member of the Senate, to be
74 appointed by the President Pro Tem and Minority Leader of the Senate;

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76 (3) One representative from the Governor's Office;

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78 (4) One representative from the State Personnel Advisory Board; and

79 (5) Two members of the public, with one to be appointed by the Speaker of the House
80 and one to be appointed by the President Pro Tem of the Senate; and
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82 **BE IT FURTHER RESOLVED** that the Joint Interim Committee may solicit input and
83 information necessary to fulfill its obligations including, but not limited to, soliciting input and
84 information from any state department or agency the Joint Interim Committee deems relevant
85 and the general public; and
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87 **BE IT FURTHER RESOLVED** that the staff of House Appropriations, Senate
88 Appropriations, House Research, Senate Research, and the Joint Committee on Legislative
89 Research shall provide such legal, research, clerical, technical, and bill drafting services as the
90 Joint Interim Committee may require in the performance of its duties; and
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92 **BE IT FURTHER RESOLVED** that the actual and necessary expenses of the Joint
93 Interim Committee, its members, and any staff assigned to the Joint Interim Committee incurred
94 by the Joint Interim Committee shall be paid by the Senate's Joint Contingent Expenses
95 appropriation.

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