

SECOND REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR

House Concurrent Resolution No. 45

97TH GENERAL ASSEMBLY

6390H.02C

2 **WHEREAS**, the Joint Interim Committee on State Employee Wages was established
3 under HCR 32 by the Ninety-Sixth General Assembly, First Regular Session, and was
4 reauthorized under HCR 33 by 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 its peer states in regard to state employee
7 wages; and

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

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

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

13 **WHEREAS**, Missouri state employee salary increases have not kept pace with inflation;
14 and

15 **WHEREAS**, Missouri state employee insurance costs have steadily increased; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

78 (5) Two members of the public, with one to be appointed by the Speaker of the House
79 and one to be appointed by the President Pro Tem of the Senate; and

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81 **BE IT FURTHER RESOLVED**, that the Joint Interim Committee may solicit input and
82 information necessary to fulfill its obligations including, but not limited to, soliciting input and
83 information from any state department or agency the Joint Interim Committee deems relevant
84 and the general public; and

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86 **BE IT FURTHER RESOLVED**, that the staff of House Appropriations, Senate
87 Appropriations, House Research, Senate Research, and the Joint Committee on Legislative
88 Research shall provide such legal, research, clerical, technical, and bill drafting services as the
89 Joint Interim Committee may require in the performance of its duties; and

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91 **BE IT FURTHER RESOLVED**, that the actual and necessary expenses of the Joint
92 Interim Committee, its members, and any staff assigned to the Joint Interim Committee incurred
93 by the Joint Interim Committee shall be paid by the Senate's Joint Contingent Expenses
94 appropriation.

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