

House Concurrent Resolution No. 32

96TH GENERAL ASSEMBLY

1246L.01T

1 **WHEREAS**, Missouri's 57,000 state employees rank 50th out of the 50 states in their
2 annual compensation, according to the most recent figures available from the United States
3 Census Bureau; and

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5 **WHEREAS**, with an average salary of \$38,184, the average state employee in Missouri
6 earned 26% less than the United States average of \$51,507; and

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

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11 **WHEREAS**, according to the United States Census Bureau, Missouri's full-time
12 equivalent employment dropped 1.09%, and Missouri part-time employment dropped 8.47%
13 from 2008 to 2009; and

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15 **WHEREAS**, for December 2010, the Bureau of Labor Statistics of the United States
16 Department of Labor reported an unemployment rate of 9.5%, the 15th highest percentage in the
17 nation; and

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19 **WHEREAS**, in his State of the State Address on January 19, 2011, Governor Nixon said
20 that he has "cut state payroll by over 3,300 positions" since he took office in January 2009 and
21 is recommending another 863 state employee positions be eliminated this year; and

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23 **WHEREAS**, Governor Nixon acknowledged that "All across state government, a leaner
24 workforce is doing more with less."; and

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26 **WHEREAS**, if the recommended cuts are enacted in the 2012 fiscal year budget,
27 Missouri's full-time employee payroll will drop to approximately 56,500 positions, with the
28 largest reductions in the departments of Mental Health and Social Services; and

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30 **WHEREAS**, in asking state employees to "do more with less", it is vitally important that
31 the State of Missouri attract and maintain a talented and dedicated workforce in order to best
32 serve the needs of our citizens; and

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34 **WHEREAS**, one of the keys to attracting and maintaining a talented and dedicated
35 workforce will be to raise the annual compensation of our state workforce so we are no longer
36 ranked 50th among the 50 states in state employee compensation:

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38 **NOW, THEREFORE, BE IT RESOLVED** that the members of the House of
39 Representatives of the Ninety-sixth General Assembly, First Regular Session, the Senate
40 concurring therein, hereby establish a Joint Interim Committee on State Employee Wages; and

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42 **BE IT FURTHER RESOLVED** that the Committee shall:

43 (1) Compare the wages of Missouri state employees to the wages for state employees in
44 other states;

45 (2) Study and develop strategies for increasing the wages of Missouri's state employees
46 so Missouri will no longer rank 50th among states regarding state worker wages;

47 (3) Report its recommendations to the House Budget Committee and the Senate
48 Appropriations Committee by December 31, 2011; and

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

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52 **BE IT FURTHER RESOLVED** that the Committee shall be composed of the following
53 ten members:

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

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

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

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

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

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63 **BE IT FURTHER RESOLVED** that the Joint Interim Committee is authorized to
64 function during the legislative interim between the First Regular Session of the Ninety-sixth
65 General Assembly through December 31, 2011; and

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

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72 **BE IT FURTHER RESOLVED** that the staffs of Senate Appropriations, Senate
73 Research, House Appropriations, House Research, and the Joint Committee on Legislative
74 Research shall provide such legal, research, clerical, technical, and bill drafting services as the
75 Joint Interim Committee may require in the performance of its duties; and

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77 **BE IT FURTHER RESOLVED** that the actual and necessary expenses of the Joint
78 Interim Committee, its members, and any staff assigned to the Joint Interim Committee incurred
79 by the Joint Interim Committee shall be paid by the Joint Contingent Fund.

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