

SECOND REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR

# House Concurrent Resolution No. 33

## 96TH GENERAL ASSEMBLY

5481L.02C

---

---

### AN ACT

Relating to the Joint Interim Committee on State Employee Wages, with an emergency clause.

---

---

*Be it enacted by the General Assembly of the state of Missouri, as follows:*

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 charged  
4 with studying and developing strategies for increasing the wages of Missouri's state employees  
5 so Missouri will become competitive with their peer states in regards to state employee wages;  
6 and

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

9  
10           **WHEREAS**, Missouri state employees provide excellent service to Missourians; and

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

14  
15           **WHEREAS**, Missouri state employees have not had a pay raise since 2008; and

16  
17           **WHEREAS**, while state employee wages have remained the same since 2008, Missouri  
18 state employee insurance costs have steadily increased; and

19  
20           **WHEREAS**, the Missouri state employees deferred compensation state match of state  
21 employee contributions made up to \$35 has not been funded for several years; and

22  
23           **WHEREAS**, new Missouri state employees who are first employed by the state after  
24 January 1, 2011, are required to contribute 4% of their pay to their retirement plan; and

25  
26           **WHEREAS**, the State of Missouri does not have comprehensive data on state employee  
27 compensation or total compensation; and

28

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

31

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

34

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:

37

38           **NOW, THEREFORE, BE IT RESOLVED** that the members of the House of  
39 Representatives of the Ninety-sixth 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 through December 31, 2014, upon passage and approval  
42 of this resolution, for the purpose of further studying and developing of strategies for increasing  
43 the wages of Missouri's state employees so Missouri will become competitive with their peer  
44 states in regards to state employee wages; and

45

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

48

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

51           (2) Request the State Office of Administration to use moneys in the State Employee  
52 Wage Study Fund, created in this resolution, to invest in a consultant to conduct salary and total  
53 compensation surveys to more comprehensively review and analyze the state classification and  
54 compensation structures, similar to what other states have done;

55           (3) Request the State Office of Administration, with the advice and consent of the Joint  
56 Interim Committee, to use the data from the comprehensive study to produce a long-term  
57 strategic plan for increasing state employee wages and to present such plan to the Governor, the  
58 House Budget Committee, and the Senate Appropriations Committee by January 31, 2015;

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

61

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

64

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

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

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

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

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

73

74 **BE IT FURTHER RESOLVED** that there is hereby created in the state treasury the  
75 "State Employee Wage Study Fund". The State Treasurer shall deposit to the credit of such fund  
76 all moneys which may be appropriated to it by the General Assembly and any gifts,  
77 contributions, grants, bequests, or other aid received from federal, private, or other sources. The  
78 general assembly may appropriate moneys into the fund to be used by the State Office of  
79 Administration for the purpose of investing in a consultant to conduct salary and total  
80 compensation surveys to more comprehensively review and analyze the state classification and  
81 compensation structures. Notwithstanding the provisions of section 33.080 to the contrary,  
82 moneys in the fund shall not revert to the credit of the general revenue fund at the end of the  
83 biennium; and

84

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

89

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

94

95 **BE IT FURTHER RESOLVED** that the actual and necessary expenses of the Joint  
96 Interim Committee, its members, and any staff assigned to the Joint Interim Committee incurred  
97 by the Joint Interim Committee shall be paid by the Senate's Joint Contingent Expenses  
98 appropriation; and

99

100 **BE IT FURTHER RESOLVED** that this resolution be sent to the Governor for his  
101 approval or rejection pursuant to the Missouri Constitution; and

102

103 **BE IT FURTHER RESOLVED** that because immediate action is necessary to help  
104 attract and maintain a talented and dedicated workforce in order to best serve the needs of  
105 Missouri citizens, this resolution is deemed necessary for the immediate preservation of the  
106 public health, welfare, peace, and safety, and is hereby declared to be an emergency act within  
107 the meaning of the constitution, and this resolution shall be in full force and effect upon its  
108 passage and approval.

✓