

1 COMMITTEE ON RULES AND LEGISLATIVE ADMINISTRATION

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3 **Resolution on Compensation of House Employees**
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5 BE IT RESOLVED, by the Committee on Rules and Legislative Administration, that the
6 following compensation adjustment policies apply to the House employees indicated.

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8 Effective July 1, 2019:

9 Each permanent employee and each temporary employee who are below the minimum of
10 the assigned salary range for their position shall receive the greater of the increase needed to
11 bring their salary to the new minimum or a general increase of 2.0%. Employees who are above
12 the new minimum shall receive a general increase of 2.0%. Committee stipends are increased by
13 2.0%. This general increase does not apply to additional duty pay.

14
15 Effective July 1, 2019:

16 Based on their length of service as of June 30, 2019, each permanent employee shall
17 receive an equity increase of .5% for every two years of House of Representatives service and
18 will be applied following any range adjustment or general increase. The total equity increase
19 shall not exceed 3.0% and does not apply to committee stipends or additional duty pay.

20
21 Effective January 1, 2020:

22 Each permanent employee (excluding Research Assistants) who has been continuously
23 employed by the House since April 1, 2019, and who receives a performance rating of meets
24 expectations or better is eligible for a merit increase up to 3.5%. The amount apportioned to each
25 department for merit increases is 3.5% of the salary base of the department. The salary base of
26 the department is the sum of the annual salaries of all employees of the department who are
27 eligible for merit pay under this resolution, except the salary of the department head. The
28 maximum merit increase for an employee with a performance rating of consistently exceeds
29 expectations is up to 4.0% of the employee's salary. In determining the amount of the annual
30 salaries for the department, the Controller shall use the salaries of department employees as of
31 October 15, 2019.

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Effective July 1, 2020:

Each permanent employee and each temporary employee shall receive a general increase of 2.0%. Committee stipends are increased by 2.0%. This general increase does not apply to additional duty pay. The Director of Human Resources shall adjust each of the House salary ranges upward as follows: the minimum salary of the range, by 2.0%; the maximum salary of the range, by 2.0%.

Effective January 1, 2021:

Each permanent employee (excluding Research Assistants) who has been continuously employed by the House since April 1, 2020, and who receives a performance rating of meets expectations or better is eligible for a merit increase up to 3.5%. The amount apportioned to each department for merit increases is 3.5% of the salary base of the department. The salary base of the department is the sum of the annual salaries of all employees of the department who are eligible for merit pay under this resolution, except the salary of the department head. The maximum merit increase for an employee with a performance rating of consistently exceeds expectations is up to 4.0% of the employee's salary. In determining the amount of the annual salaries for the department, the Controller shall use the salaries of department employees as of October 15, 2020.

Medical, disability, and salary savings leaves count as part of the continuous legislative employment that is required for merit increases and equity adjustments. Merit and equity pay increases an employee's salary until the salary reaches the maximum amount for the employee's responsibility level; any merit and equity pay in excess of this amount is paid in a lump sum and does not increase the employee's salary.

Date: 6/5/19

Signed: 
RYAN WINKLER, CHAIR