

1 COMMITTEE ON RULES AND LEGISLATIVE ADMINISTRATION

2
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.

7
8 Effective January 1, 2016:

9 The Director of Human Resources shall increase the maximum salary for each of the
10 House salary ranges by 2.0%. Each permanent and each temporary House employee (excluding
11 Research Assistants) who has been continuously employed by the House since January 31, 2015,
12 and who receives a performance rating of meets expectations or better is eligible for a merit
13 increase up to 3.5%. The amount apportioned to each department for merit increases is 3.5% of
14 the salary base of the department. The salary base of the department is the sum of the annual
15 salaries of all employees of the department who are eligible for merit pay under this resolution,
16 except the salary of the department head. The maximum merit increase for an employee with a
17 performance rating of consistently exceeds expectations is up to 4% of the employee's salary. In
18 determining the amount of the annual salaries for the department, the Controller shall use the
19 salaries of department employees as of October 15, 2015.

20
21 Effective January 1, 2017:

22 The Director of Human Resources shall increase the maximum salary for each of the
23 House salary ranges by 2.0%. Each permanent and each temporary House employee (excluding
24 Research Assistants) who has been continuously employed by the House since January 1, 2016,
25 and who receives a performance rating of meets expectations or better is eligible for a merit
26 increase up to 3.5%. The amount apportioned to each department for merit increases is 3.5% of
27 the salary base of the department. The salary base of the department is the sum of the annual
28 salaries of all employees of the department who are eligible for merit pay under this resolution,
29 except the salary of the department head. The maximum merit increase for an employee with a

1 performance rating of consistently exceeds expectations is up to 4% of the employee's salary. In
2 determining the amount of the annual salaries for the department, the Controller shall use the
3 salaries of department employees as of October 15, 2016.

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

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10 The Committee on Rules and Legislative Administration may change the increases
11 scheduled to take effect in 2016 and 2017.

Date: _____

Signed: _____

JOYCE PEPPIN, CHAIR