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## HOUSE JOINT RESOLUTION NO. 677

Offered January 12, 2011

*Directing the Joint Legislative Audit and Review Commission to study pay equity in the Virginia State Police workforce. Report.*

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Patron—Miller, P.J.

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Referred to Committee on Rules

WHEREAS, the principle of equal pay for equal work is an important consideration affecting the productivity of any workforce, including the Virginia State Police; and

WHEREAS, a public and fair pay scale is necessary to afford public oversight and to allow Virginia State Police employees to plan for their futures; and

WHEREAS, the current pay scale of the Virginia State Police suggests that many sworn employees of the same job title and years of service are not being compensated equitably; and

WHEREAS, the Joint Legislative Audit and Review Commission is empowered by statute to make special studies and reports on the operations and functions of state government as may be directed by the General Assembly; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That the Joint Legislative Audit and Review Commission be directed to study pay equity in the Virginia State Police workforce. The Joint Legislative Audit and Review Commission (JLARC) shall examine (i) the size of the wage gap between employees of the same job title and years of service, (ii) whether compensation is affected by an individual's decision to leave the Virginia State Police and then return to employment there, and (iii) whether a public and fair pay scale can be achieved by grandfathering current employees.

All agencies of the Commonwealth shall provide assistance to JLARC for this study, upon request.

The Joint Legislative Audit and Review Commission shall complete its meetings by November 30, 2011, and the Chairman shall submit to the Division of Legislative Automated Systems an executive summary of its findings and recommendations no later than the first day of the 2012 Regular Session of the General Assembly. The executive summary shall state whether JLARC intends to submit to the General Assembly and the Governor a report of its findings and recommendations for publication as a House or Senate document. The executive summary and report shall be submitted as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents and reports and shall be posted on the General Assembly's website.

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