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**SENATE JOINT RESOLUTION NO. 354**  
**AMENDMENT IN THE NATURE OF A SUBSTITUTE**  
(Proposed by the Senate Committee on Rules  
on January 28, 2011)

(Patron Prior to Substitute—Senator Obenshain)

*Directing the Joint Legislative Audit and Review Commission to study the salary structure and pay of state employees compared with similarly situated private sector employees. Report.*

WHEREAS, the state's classified workforce implements programs that perform important missions, ranging from managing and maintaining the state's transportation infrastructure, guarding public safety, providing human services, overseeing sales of alcoholic beverages, and registering motor vehicles; and

WHEREAS, the Executive Budget Bill introduced for the 2011 Session of the General Assembly includes a maximum employment level of up to 109,149 including both classified and nonclassified positions; and

WHEREAS, the state's total payroll is approximately \$4.6 billion; and

WHEREAS, in addition to salaries, the state also compensates its employees with a comprehensive benefits package; and

WHEREAS, the major elements of the state's compensation package include (i) participation in one of three health insurance plans, (ii) membership in the Virginia Retirement System, (iii) paid holidays, (iv) annual leave, (v) sick leave, (vi) disability benefits, and (vii) other available leave based on various situations; and

WHEREAS, in the context of the recent economic downturn the state needs to examine its compensation package to be good stewards of the state's resources; and

WHEREAS, comparison of compensation packages provided by private sector employers with similarly situated state positions provides an important means by which to measure the relevance of state employee compensation to the available workforce; now, therefore, be it

RESOLVED by the Senate, the House of Delegates concurring, That the Joint Legislative Audit and Review Commission be directed to study the salary structure and pay of state employees compared with similarly situated private sector employees.

In conducting its study, the Joint Legislative Audit and Review Commission shall compare the state's compensation package with the private sector in the following areas: (i) salary; (ii) benefits packages, including health insurance, retirement plans, and available leave options; (iii) job security; (iv) educational and training requirements and benefits; and (v) average retirement age.

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

The Joint Legislative Audit and Review Commission shall complete its meetings for the first year by November 30, 2011, and for the second year by November 30, 2012, 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 next Regular Session of the General Assembly for each year. Each executive summary shall state whether the Commission 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 summaries and reports 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.