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**HOUSE BILL NO. 2055**

Offered January 9, 2019

Prefiled January 7, 2019

*A BILL to amend and reenact § 2.2-1202 of the Code of Virginia, relating to the Department of Human Resource Management; review of employee recruitment, retention, and compensation; report.*

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Patrons—Carr and Plum

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Referred to Committee on General Laws

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**Be it enacted by the General Assembly of Virginia:****1. That § 2.2-1202 of the Code of Virginia is amended and reenacted as follows:****§ 2.2-1202. Review of employee compensation; biennial report on employee recruitment and retention.**

A. It is a goal of the Commonwealth ~~that to compensate~~ its employees ~~be compensated~~ at a rate comparable to the rate of compensation for employees in the private sector of the Commonwealth in similar occupations, ~~and consistently recruit and retain the most qualified employees. In determining comparability,~~ consideration shall be given to the economic value of fringe benefits in addition to direct compensation. An annual review shall be conducted by the Director of the Department to determine where discrepancies in compensation exist as between the public and private sectors of the Commonwealth. The results of the review shall be reported by December 15 of each year to the Governor and the General Assembly. *To achieve this goal, the Director of the Department shall annually review (i) recruitment and retention trends, (ii) the functions performed by each employee job role, (iii) the number of employees and distribution of job roles across state agencies, and (iv) how the salaries for each job role compare to salaries paid by other employers in the Commonwealth.*

B. *The Director of the Department shall, on or before September 1 of each even-numbered year, submit a report on (i) the job roles that should receive higher salary increases based on identified recruitment and retention challenges, (ii) the appropriate amount by which the salary of such job roles should be increased, and (iii) cost estimates for funding any salary increases to the Governor and the Chairmen of the House Committee on Appropriations and the Senate Committee on Finance.*

INTRODUCED

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