

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

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

4 [H 2055]

5 Approved

6 **Be it enacted by the General Assembly of Virginia:**7 **1. That § 2.2-1202 of the Code of Virginia is amended and reenacted as follows:**8 **§ 2.2-1202. Review of employee compensation; biennial report on employee recruitment and**
9 **retention.**

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

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

ENROLLED

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