

1 COMMITTEE ON RULES AND LEGISLATIVE ADMINISTRATION

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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.

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8 Effective July 1, 2023:

9 The House shall first adjust its salary ranges to that of the Senate, to the extent a current
10 House salary range is lower than the Senate’s current salary range. The House shall then increase
11 the range minimum by \$1500. The Director of Human Resources and the Controller may make
12 the necessary adjustments to the ranges to continue the House’s current practice regarding the
13 width of the ranges and the space between the ranges.
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15 Each permanent employee and each temporary employee shall first receive a general
16 increase of \$1500 and then a general increase of 9.25%. Committee stipends are increased by
17 9.25%. This general increase does not apply to additional duty pay. The Director of Human
18 Resources shall adjust each of the House salary ranges upward as follows: the minimum salary
19 of the range, by 9.25%; the maximum salary of the range, by 9.25%.
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21 Each permanent employee who has been continuously employed by the House since
22 April 15, 2023, is eligible for a merit increase based on their performance rating. The amount
23 apportioned to each department for merit increases is 2.5% of the salary base of the department.
24 The salary base of the department is the sum of the annual salaries of all employees of the
25 department who are eligible for merit pay under this resolution, except the salary of the
26 department head. The maximum merit increase for an employee with a performance rating of
27 consistently exceeds expectations is up to 3.0% of the employee’s salary. In determining the
28 amount of the annual salaries for the department, the Controller shall use the salaries of

1 department employees as of July 1, 2023. Employees shall receive any portion of their increase
2 that exceeds the maximum of the range as a lump sum.

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4 Each permanent employee who receives a merit increase, and who has been continuously
5 employed by the House since April 15, 2022, will also receive an additional longevity increase
6 of 1.0% applied at the time of the merit increase.

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8 Effective July 1, 2024:

9 Each permanent employee and each temporary employee shall receive a general increase
10 of 3%. Committee stipends are increased by 3%. This general increase does not apply to
11 additional duty pay. The Director of Human Resources shall adjust each of the House salary
12 ranges upward as follows: the minimum salary of the range, by 3%; the maximum salary of the
13 range, by 3%.

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15 Each permanent employee who has been continuously employed by the House since
16 April 15, 2024, is eligible for a merit increase based on their performance rating. The amount
17 apportioned to each department for merit increases is 3.5% of the salary base of the department.
18 The salary base of the department is the sum of the annual salaries of all employees of the
19 department who are eligible for merit pay under this resolution, except the salary of the
20 department head. The maximum merit increase for an employee with a performance rating of
21 consistently exceeds expectations is up to 4.0% of the employee's salary. In determining the
22 amount of the annual salaries for the department, the Controller shall use the salaries of
23 department employees as of July 1, 2024. Employees shall receive any portion of their increase
24 that exceeds the maximum of the range as a lump sum.

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26 The Director of Human Resources shall establish a timeline for completing performance
27 reviews and implementing merit increases. Medical, disability, parental, and salary savings
28 leaves count as part of the continuous legislative employment that is required for merit pay
29 increases. Merit pay increases an employee's salary until the salary reaches the maximum amount
30 for the employee's responsibility level; any merit pay in excess of this amount is paid in a lump
31 sum and does not increase the employee's salary.

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Date:

Signed:

JAMIE LONG, CHAIR