

1 SJR55
2 209828-6
3 By Senators Albritton and Orr
4 RFD:
5 First Read: 04-MAR-21

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8 CREATING THE STATE EMPLOYEE AND TEACHER COMPENSATION
9 JOINT INTERIM STUDY COMMISSION.

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11 WHEREAS, attracting and maintaining an effective
12 workforce is vital to the welfare of this state; and

13 WHEREAS, formulating, and periodically examining and
14 revising, as necessary, the compensation and benefit package
15 provided for state employees, education personnel, teachers,
16 judges and staff of the Alabama Unified Judicial System, and
17 associated contract employees will ensure that the
18 compensation remains fair, competitive, and sustainable; now
19 therefore,

20 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH
21 HOUSES THEREOF CONCURRING, That there is created the state
22 employee and teacher compensation joint interim study
23 commission to examine if the existing total compensation of
24 state employees, education personnel, teachers, judges and
25 staff of the Alabama Unified Judicial System, and associated
26 contract employees, including salary, retirement, health

1 insurance, bonuses, and other benefits, is competitive with
2 surrounding states and private industry.

3 (a) The study commission shall be comprised of the
4 following members:

5 (1) A person appointed by the Chief Executive
6 Officer of the Retirement Systems of Alabama.

7 (2) The Director of the State Personnel Department,
8 or his or her designee.

9 (3) The State Finance Director, or his or her
10 designee.

11 (4) The State Superintendent of Education, or his or
12 her designee.

13 (5) The Administrative Director of Courts, or his or
14 her designee.

15 (6) One member of the minority party of the Senate,
16 appointed by the President Pro Tempore of the Senate.

17 (7) One member of the minority party of the House of
18 Representatives, appointed by the Speaker of the House of
19 Representatives.

20 (8) The Chair of the Senate Finance and Taxation
21 General Fund Committee, or his or her designee.

22 (9) The Chair of the Senate Finance and Taxation
23 Education Committee, or his or her designee.

24 (10) The Chair of House Ways and Means General Fund
25 Committee, or his or her designee.

26 (11) The Chair of House Ways and Means Education
27 Committee, or his or her designee.

1 (12) The Director of the Alabama Commission on the
2 Evaluation of Services, or his or her designee.

3 (13) One public policy specialist from business and
4 industry, appointed by the Lieutenant Governor.

5 (b) The appointing authorities shall coordinate
6 their appointments so that diversity of gender, race, and
7 geographical areas is reflective of the makeup of this state.

8 (c) A chair of a Senate Finance and Taxation
9 Committee and a chair of a House Ways and Means Committee
10 shall serve as co-chairs of the commission. The commission
11 shall meet as soon as practical at a time and place set by the
12 chair. Notice of the meetings of the commission shall be
13 provided in a manner consistent with the rules of the
14 Legislature pertaining to interim committees.

15 (d) In addition to reviewing the existing
16 compensation of Alabama's state employees, education
17 personnel, teachers, judges and staff of the Alabama Unified
18 Judicial System, and associated contract employees, including
19 salary, retirement, health insurance, bonuses, and other
20 benefits, the commission shall do all of the following:

21 (1) Compare Alabama's compensation with the
22 compensation of similarly situated state employees, education
23 personnel, teachers, judges and staff, and associated contract
24 employees in the surrounding southeastern states, determine
25 what constitutes competitive state employee, education
26 personnel, teacher, judges and staff, and associated contract
27 employee compensation in this state, inclusive of salaries,

1 bonuses, and other benefits, and provide recommendations for
2 how to achieve the desired level of compensation.

3 (2) Perform an in-depth analysis of the fiscal
4 ramifications of revising existing compensation and retirement
5 structures, programs, and schedules.

6 (3) Examine the ability of the state to sustain any
7 proposed revised compensation and retirement structures,
8 programs, and schedules.

9 (4) Compare projected compensation obligations to
10 total General Fund and Education Trust Fund budget
11 projections.

12 (5) Discuss problems currently facing the state
13 concerning hiring and retaining competent employees, education
14 personnel, teachers, judges and staff, and associated contract
15 employees.

16 (6) Review the current spectrum of job
17 classifications and determine if any revisions are necessary.

18 (e) The Senate and the Legislative Services Agency
19 shall provide the necessary staff and support to the
20 commission to perform its duties.

21 (f) (1) The Legislative members of the commission
22 shall be entitled to their legislative compensation, per diem,
23 and travel expenses for each day they attend a meeting of the
24 commission in accordance with Amendment 871 of the
25 Constitution of Alabama of 1901.

26 (2) Other members of the commission may be
27 reimbursed for necessary expenses in attending meetings of the

1 commission according to policies and procedures of their
2 respective appointing authorities.

3 (g) The commission shall report its findings to the
4 Legislature, along with proposed legislation, not later than
5 January 1, 2022, at which time the commission shall stand
6 dissolved.