

A JOINT RESOLUTION directing the Transportation Cabinet and Personnel Cabinet to conduct a review of and develop a plan to address pay equity issues within the highway equipment operator and superintendent job classification series and the right-of-way job classification series within the Transportation Cabinet.

WHEREAS, among its many responsibilities, the Kentucky Transportation Cabinet is charged with maintaining over 27,000 miles of highway that span literally every inch of this Commonwealth; and

WHEREAS, to undertake this responsibility, the Transportation Cabinet has county garages across the state, staffed by highway equipment operators and superintendents; and

WHEREAS, it is these hardworking individuals who handle the frontline maintenance responsibilities of the cabinet for those 27,000 miles of highways: fixing potholes, plowing snow, erecting and repairing traffic signs, repairing and replacing guardrails, and tackling any other tasks that come to them; and

WHEREAS, the average salary for a highway equipment operator is currently less than \$24,000 annually, which is less than a poverty level wage for a family of four; and

WHEREAS, the Transportation Cabinet has experienced difficulties attracting and maintaining qualified employees in some areas of the state where the labor market affords potential workers more options; and

WHEREAS, the Transportation Cabinet must also struggle with pay disparities stemming from new hires who, at times, are paid as much or more than longer-term employees; and

WHEREAS, it is vital that the Transportation Cabinet examine this issue and determine ways to address the pay inequities with the highway equipment operator and supervisor series;

NOW, THEREFORE,

Be it resolved by the General Assembly of the Commonwealth of Kentucky:

➔Section 1. The Transportation Cabinet and the Personnel Cabinet shall develop

a plan to revise the highway equipment operator and supervisor job classification series salaries in a manner that allows the Transportation Cabinet to become competitive with similar job salaries in local governments and private entities, and to address internal pay equity issues. The Transportation Cabinet shall submit a report detailing the plan to the Interim Joint Committee on Transportation and the Interim Joint Committee on Appropriations and Revenue no later than October 31, 2016.

➔Section 2. The Transportation Cabinet and the Personnel Cabinet shall develop a plan to revise the right-of-way job classification series salaries in a manner that allows the Transportation Cabinet to become competitive with similar job salaries in local governments and private entities, and to address internal pay equity issues. The Transportation Cabinet shall submit a report detailing the plan to the Interim Joint Committee on Transportation and the Interim Joint Committee on Appropriations and Revenue no later than October 31, 2016.