

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 110 Session of 2023

INTRODUCED BY PIELLI, SANCHEZ AND BRENNAN, MAY 18, 2023

AS REPORTED FROM COMMITTEE ON STATE GOVERNMENT, HOUSE OF REPRESENTATIVES, AS AMENDED, JUNE 5, 2023

A RESOLUTION

1 Directing the Legislative Budget and Finance Committee to study
2 and make recommendations on implementing location-based pay
3 for State government employees.

4 WHEREAS, Government wages must remain competitive to attract
5 the best talent into public service; and

6 WHEREAS, Cost of living varies across this Commonwealth, with <--
7 costs particularly higher in southeastern Pennsylvania; and

8 WHEREAS, With wages uniform across this Commonwealth, State
9 agencies, such as the Department of Transportation, have trouble
10 hiring and retaining employees in southeastern Pennsylvania; and

11 WHEREAS, The Federal Government, California and New York
12 already adjust salaries based on where government employees
13 work; and <--

14 WHEREAS, Implementing location based pay would help alleviate
15 hiring and retention problems that State agencies face;
16 therefore be it

17 RESOLVED, That the House of Representatives direct the
18 Legislative Budget and Finance Committee to conduct a study and

1 make recommendations on implementing location-based pay for
2 State government employees; and be it further

3 RESOLVED, That the study include:

4 (1) information on the cost of living by county and
5 metropolitan area across this Commonwealth;

6 (2) the impact that uniform Statewide wages have on the
7 hiring and retention of employees, ~~particularly in~~ <--
8 ~~southeastern Pennsylvania;~~

9 (3) different methods of implementing location-based pay
10 in this Commonwealth, including by metropolitan area, by
11 county and by other geographic areas if useful;

12 (4) the fiscal impact of implementing location-based pay
13 based on the latest wage levels; and

14 (5) recommendations on implementing location-based pay
15 in this Commonwealth for State government employees;

16 and be it further

17 RESOLVED, That the Legislative Budget and Finance Committee
18 use other studies and existing resources that may assist in
19 completing the study; and be it further

20 RESOLVED, That the Legislative Budget and Finance Committee
21 issue a report of its findings and recommendations to the House
22 of Representatives no later than one year from the adoption of
23 this resolution.