

A JOINT RESOLUTION directing the Legislative Research Commission to implement the recommended changes for staff management and structure contained in the April 2014, draft report provided to the Legislative Research Commission by the National Conference of State Legislatures.

WHEREAS, in October 2013, the Legislative Research Commission contracted with the National Conference of State Legislatures (NCSL) to conduct a study of the operations and management of the Commission's staff; and

WHEREAS, the NCSL conducted a comprehensive study of the Commission's staff structure and management between November 2013, and April 2014, including structured, in-person interviews and customized surveys of nonpartisan and partisan staff and members of the General Assembly; and

WHEREAS, the NCSL used the study results to compare the operations and management of the Commission's staff to the approach used by ten (10) other state legislatures and to essential performance benchmarks and management best practices derived from research and the NCSL's experience as management consultants to state legislatures; and

WHEREAS, the NCSL reported its findings to the Legislative Research Commission in a draft report submitted in April 2014; and

WHEREAS, while the NCSL's draft report commended the Commission's staff for its professionalism and performance, it also contained numerous findings that the structure and management of the Commission's staff is characterized by a lack of communication between upper management and staff and an unequal supervisory structure leading to unclear lines of authority, and that the absence of a formal personnel, compensation, and job classification system has created poor staff morale and threatens to erode future performance of the agency's staff as a whole; and

WHEREAS, because a modern, professional, and well-managed staff of the Legislative Research Commission is vital to the operation of the legislative branch of

government of the Commonwealth of Kentucky;

NOW, THEREFORE,

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

➔Section 1. The Legislative Research Commission shall create a formal personnel system for its nonpartisan staff, which shall include at a minimum a comprehensive job classification system with detailed descriptions of the essential and secondary responsibilities of, and the compensation ranges applicable to, each separate job classification, as well a system to regularly evaluate employee performance and to provide merit-based salary adjustments.

➔Section 2. The Legislative Research Commission shall establish defined and easily followed guidelines for the award of comp time for all Commission employees.

➔Section 3. The Legislative Research Commission shall establish a process to post all job openings for its nonpartisan staff in a forum that is available to all current Commission employees and, if applicable, to the general public.

➔Section 4. The Legislative Research Commission shall establish a special committee of its members and other members of the General Assembly, and nonpartisan staff in an advisory role, to study and evaluate the current structure, organization, and management of the Commission's staff and to recommend changes to the Legislative Research Commission by December 1, 2015, in order to improve communication between management and staff, the supervision of staff, and the overall staff performance and morale.