

AN ACT relating to wages.

WHEREAS, the Kentucky Transportation Cabinet employs over 4,000 employees in its highway department; and

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 numerous employees at each garage; and

WHEREAS, it is these hard-working individuals who handle the frontline maintenance responsibilities of the cabinet for those 27,000 miles of highways: paving roads, 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 Transportation Cabinet has experienced difficulties attracting and retaining qualified employees in some areas of the state where the labor market affords potential workers more options at a more favorable salary; 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, ensure fairness with salary, and improve the hiring and retention of employees;

NOW, THEREFORE,

Be it enacted 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 job classification series salaries for its employees within the Transportation Cabinet's Department of Highways 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 Committees on Labor and Industry, Transportation, and Appropriations and Revenue no later than October 31, 2016.