
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 110 Session of
2023

INTRODUCED BY PIELLI AND SANCHEZ, MAY 18, 2023

REFERRED TO COMMITTEE ON STATE GOVERNMENT, MAY 18, 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
19 make recommendations on implementing location-based pay for

1 State government employees; and be it further

2 RESOLVED, That the study include:

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

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

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

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

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

15 and be it further

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

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