
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 87 Session of
2019

INTRODUCED BY D. MILLER, MURT, HILL-EVANS, MILLARD, READSHAW,
DEASY, A. DAVIS AND SCHWEYER, FEBRUARY 19, 2019

REFERRED TO COMMITTEE ON LOCAL GOVERNMENT, FEBRUARY 19, 2019

A RESOLUTION

1 Directing the Joint State Government Commission to conduct a
2 study on police pay and salary benefits in this Commonwealth
3 and issue a report of its findings and recommendations to the
4 General Assembly.

5 WHEREAS, The existence of highly trained, effectively
6 supported and well-paid police officers in this Commonwealth is
7 desirable, necessary and appropriate; and

8 WHEREAS, Policing has become a more demanding profession,
9 requiring a greater level of knowledge and skill, especially
10 when addressing mental health, disability or addiction issues or
11 in relation to the unaddressed needs in more economically
12 disadvantaged communities of this Commonwealth; and

13 WHEREAS, Currently, some full-time and many part-time police
14 officers are likely not compensated and supported appropriately,
15 thereby forcing some police officers to rely on multiple jobs to
16 meet their basic household needs; and

17 WHEREAS, Increased stress in any job, especially in one as
18 significant and dangerous as policing, is likely to impact
19 performance or decision-making; and

1 WHEREAS, Police officers are justified in expecting policies
2 that:

3 (1) enable them to be well-rested and ready for work;

4 (2) recognize the importance of their jobs through
5 suitable pay and benefits; and

6 (3) maintain a workplace that provides them appropriate
7 training and support designed to tackle today's criminal
8 justice needs and public expectations;

9 and

10 WHEREAS, The residents of this Commonwealth have the right to
11 expect police officers to be highly trained, supported and
12 accountable to the public; therefore be it

13 RESOLVED, That the House of Representatives direct the Joint
14 State Government Commission to conduct a study on policy pay and
15 salary benefits in this Commonwealth and issue a report of its
16 findings and recommendations to the General Assembly; and be it
17 further

18 RESOLVED, That the Joint State Government Commission seek
19 input and information as appropriate from at least the
20 following:

21 (1) the Pennsylvania State Police;

22 (2) the Pennsylvania State Lodge Fraternal Order of
23 Police;

24 (3) the Pennsylvania Chiefs of Police Association;

25 (4) the Municipal Police Officers' Education and
26 Training Commission;

27 (5) the Department of Community and Economic
28 Development; and

29 (6) other persons, agencies or organizations, including
30 representatives of local government associations,

1 knowledgeable of the issues surrounding police pay, benefits,
2 scheduling and contracts;

3 and be it further

4 RESOLVED, That the report of the Joint State Government
5 Commission contain at a minimum the following:

6 (1) findings and recommendations, including relevant
7 background information and data regarding the structure of
8 salaries for police officers, specifically to focus on
9 minimum salary, salary advancement and health care in this
10 Commonwealth for full-time and part-time police officers, in
11 comparison with states similarly situated and in a manner
12 which draws distinction to departments in relation to the
13 demographics and income level of their individual
14 jurisdictions;

15 (2) any proposed legislation that would reflect the
16 appropriateness and need for a minimum starting salary for
17 police officers in this Commonwealth;

18 (3) any proposed legislation that would reflect the
19 appropriateness and need for a minimum level of medical
20 insurance, survivor benefits or other family supports at the
21 start of employment for police officers in this Commonwealth;

22 (4) an analysis of how department consolidation may
23 assist in raising salaries, increasing access to benefits,
24 providing appropriate advancement opportunities and
25 increasing training, support and accountability for police
26 officers, in addition to any specific suggestions regarding
27 how the Commonwealth can assist in the consolidation of
28 services;

29 (5) suggestions of how pensions for police officers can
30 be portable and more equitable, especially in relation to

1 departments which represent more economically disadvantaged
2 jurisdictions, but in a manner that would not negatively
3 impact police pension systems that are well-funded or
4 otherwise desirable by its members;

5 (6) an analysis of police officer scheduling and related
6 policies, but excluding those policies relating to department
7 overtime needs or emergency declarations, to focus on
8 methodologies and supports that improve the health and safety
9 of police officers and foster better job performance; and

10 (7) any other data or information determined to be
11 necessary or appropriate;

12 and be it further

13 RESOLVED, That the Joint State Government Commission issue
14 its report to the General Assembly within one year of the
15 adoption of this resolution.