



COMMONWEALTH of VIRGINIA

Joint Legislative Audit and Review Commission
Suite 1100, General Assembly Building, Capitol Square
Richmond, Virginia 23219

Philip A. Leone
Director

(804) 786-1258

MINUTES

October 14, 2008

Attending

JLARC Members:

Delegate M. Kirkland Cox, Chairman; Senator Charles J. Colgan, Sr., Vice-Chairman; Delegate H. Morgan Griffith; Delegate Phillip A. Hamilton; Delegate Frank D. Hargrove, Sr.; Senator R. Edward Houck; Senator Janet D. Howell; Delegate Johnny S. Joannou; Delegate Harvey B. Morgan; Delegate Robert Orrock, Sr.; Delegate Lacey E. Putney; Senator Walter A. Stosch and Mr. Walter J. Kucharski, *ex officio*.

JLARC Staff:

Phil Leone, Director; Glen Tittermary, Deputy Director; Janice Baab, Trish Bishop, Jamie Bitz, Justin Brown, Martha Erwin, Mark Gribbin, Joan Irby, Paula Lambert, Brad Marsh, Eric Messick, Nathlie Molliet-Ribet, Stefanie Papps, Greg Rest, David Reynolds, Bob Rotz, Walt Smiley, Tracey Smith, Shannon White, Massey Whorley and Christine Wolfe.

Others:

Tayloe Nagus, Jeanie Adkins, Bill Howard, Mercer; Kim Nicholl, PricewaterhouseCoopers; Betsey Daley, Bill Echleberger, Dick Hickman, Jason Powell, SFC; Robert Vaughn, Paul VanLenten, HAC; Glen Pond, Bill Elwood, VGEA; Bob Shultz, VRS; Carol Raushberg, Rue White, Bob Weaver, Sara Redding Wilson, Mary Habel, DHRM; Wayne Hudgins, VSPA; Dean Lynch, VACO; Robley Jones, VEA; Susan Carkeek, UVA; Mary Jo Fields, VML; Angie Jenkins, DEQ; Mike Ward, Virginia Recycling Markets Development Council; Jeff Schapiro, RTD.

The meeting was called to order at 10:03 a.m. by Delegate Cox, Chairman. Delegate Cox recognized Mr. Phil Leone, staff Director, who provided the Commission with an overview of the meeting agenda (Enclosure 1) and made an introductory statement regarding the Review of State Employee Total Compensation (Enclosure 2).

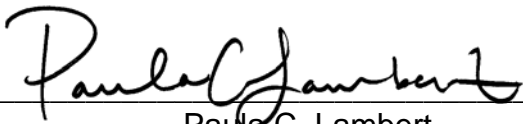
Mr. Leone then introduced Mr. Justin Brown, who presented Part 1 of the briefing (Enclosure 3) of the JLARC report *Review of State Employee Total Compensation* (Enclosure 4). At the conclusion of Mr. Brown's presentation of Part 1, Mr. Leone then gave a brief statement regarding the options for total compensation for State employees (Enclosure 5). Following Mr. Leone's statement, Mr. Brown presented the Commission with Part 2 of the presentation (Enclosure 6). During the presentations, Mr. Brown as well as representatives from PricewaterhouseCoopers and Mercer responded to several questions from the Commission. At the conclusion of Part 2 of Mr. Brown's presentation, Ms. Sara Redding Wilson, Director of the Department of Human Resource Management, gave a brief response to the report. At the conclusion of Ms. Wilson's remarks, Delegate Cox asked for a motion to receive the report and authorize printing. A motion was made and seconded by Senator Colgan and approved unanimously by the Commission.

Under other business, additional information related to the JLARC report on *Waste Reduction Efforts in Virginia* was provided to the Commission (Enclosure 7). Due to a lack of a quorum at the September meeting, the Commission was unable to take any action on the report at that time. Delegate Cox made a motion to receive the report and authorize printing. A motion was made by Senator Colgan and seconded by Delegate Hamilton, and approved unanimously by the Commission.

There being no further business, the Commission rose at 1:00 p.m.

Approved by: 
Philip A. Leone
Director

Date: October 22, 2008

Prepared by: 
Paula C. Lambert
Senior Legislative Analyst