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The West Virginia Legislature's Equal Pay Commission met each month during the 2013-2014 interim period beginning in July 2013 and ending in January 2014 to discuss and study topics relating to salary compensation inequities within state government. At its meetings, the Equal Pay Commission received testimony from the following:

Barbara Jarrell, West Virginia Division of Personnel

Ms. Jarrell appeared before the commission to give an initial update and answer questions regarding the Hay Group's study of the state employee classification system and reclassification project.

Director Sara Walker, West Virginia Division of Personnel

Director Walker appeared several times before the commission regarding the progress of the Hay Group's reclassification project.

Ms. Nichelle Perkins, Deputy Diversity Officer, West Virginia University

Ms. Perkins gave a presentation to the commission on the pay gap in the United States generally. She discussed institutional causes, both intentional and unintentional, that lead to a national gender pay inequality.

Ms. Ariane Hegewisch, Study Director, Institute for Women's Policy Research

Ms. Hegewisch appeared before the committee with a prepared presentation on the gender wage gap in West Virginia in the private sector. Ms. Hegewisch is a study director at the Institute for Women's Policy Research, which recently published a report on the status of women and girls in West Virginia. The report touched on a number of topics, one being workplace equality, including pay equity. Ms. Hegewisch provided the commission with a synopsis of the report, including possible causes for the wage gap and some recommendations to address it.

The Commission held multiple discussions between its members and staff incorporating a vast range of topics. These topics included previous research and studies on the gender wage gap in state government, historical role of the

Equal Pay Commission, and powers and duties of the commission.

The commission took the following actions by way of motions made by commission members:

1. **H.B./S.B.***** - relating to requiring the Workforce Investment Council provide information and guidance to local workforce investment boards that would enable them to better educate both women and men about higher paying jobs including jobs traditionally dominated by men.
2. The Equal Pay Commission recommends to the Joint Committee on Government and Finance that the Pay Equity Reserve funding be restored in the FY2015 Budget Bill.

Jack Post
for Chairman Facemire

Respectfully submitted,

Senator Douglas Facemire
Co-Chairman

Charlene Marshall
Delegate Charlene Marshall
Co-Chairwoman