

State of Arkansas
89th General Assembly
Regular Session, 2013

A Bill

HOUSE BILL 1814

By: Representative Leding

Filed with: Arkansas Legislative Council
pursuant to A.C.A. §10-3-217.

For An Act To Be Entitled

AN ACT TO REQUIRE STATE AGENCIES TO CREATE A
COMPENSATION EQUALITY POLICY; TO REQUIRE STATE
AGENCIES TO BE TRANSPARENT CONCERNING EQUAL
COMPENSATION FOR EQUAL SERVICES; AND FOR OTHER
PURPOSES.

Subtitle

TO REQUIRE STATE AGENCIES TO CREATE A
COMPENSATION EQUALITY POLICY; AND TO
REQUIRE STATE AGENCIES TO BE TRANSPARENT
CONCERNING EQUAL COMPENSATION FOR EQUAL
SERVICES.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code Title 25, Chapter 1, Subchapter 1, is amended
to add an additional section to read as follows:

25-1-121. Equal compensation.

(a) As used in this section:

(1) "Public institution of higher education" means an Arkansas
state-supported two-year or four-year college or university; and

(2)(A) "State agency" means an agency, authority, department,
board, commission, bureau, council, or other subdivision of the state
supported by appropriation of a state or federal fund.

(B) "State agency" does not mean:

(i) An elected constitutional officer of this state and his or her employees;

(ii) A member and the employees of the Supreme Court, the Court of Appeals, circuit courts, prosecuting attorneys, and the Administrative Office of the Courts;

(iii) The Arkansas State Highway and Transportation Department; or

(iv) Federal military technicians, military training support personnel, federally funded personnel of the Arkansas National Guard, and other military personnel who are paid directly by the federal government.

(b) Each state agency or public institution of higher education shall create and maintain a policy to prevent and eliminate discrimination in pay on the basis of the sex of the employee as prohibited under § 11-4-601 and § 11-4-610.

(c)(1) The Department of Finance and Administration shall submit a report of each state agency to the Legislative Council containing the following information for the fiscal year:

(A) The number of current full-time employees of the state agency;

(B) The number of full-time female employees;

(C) The number of full-time male employees;

(D) The number of male employees hired at a special entry rate;

(E) The number of female employees hired at a special entry rate;

(F) A list organized by sex of the state agency's full-time employees in a position with the same classification code that identifies the average:

(i) Years of service;

(ii) Annual compensation;

(iii) Amount of merit bonuses; and

(iv) Other information requested by the Legislative Council.

(2) The Department of Higher Education shall submit a report of each public institution of higher education to the Legislative Council

1 containing the information required under subdivision (c)(1) of this section
2 for the fiscal year.

3 (3) A state agency or public institution of higher education
4 shall make its staff or records available to the Department of Finance of
5 Administration or the Department of Higher Education to assist in preparing a
6 report under subdivisions (c)(1) or (c)(2) of this section.

7 (4) The information in each report shall be in the form required
8 by the Legislative Council.

9 (5) The report required under subdivisions (c)(1) or (c)(2) of
10 this section shall be due beginning on July 1, 2014, and be submitted
11 annually thereafter by July 1 to the Legislative Council.

12 (d) A state agency or a public institution of higher education shall
13 make its staff or records available to the Legislative Council in developing
14 and responding appropriately to requests for information by the Legislative
15 Council under this section.

16
17
18 Referral requested by: Representative Greg Leding
19 Prepared by: JAM/VJF
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36