

Department of Finance and Administration

Legislative Impact Statement

Bill: HB1814

Bill 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.

Basic Change :

Representative Leding

This bill provides that a state agency or public institution of higher education must create and maintain a policy to prevent and eliminate discrimination in pay on the basis of the sex of the employee. This bill defines state agency as well as what is not a state agency. This bill also defines public institution of higher education.

DFA and Department of Higher Education ("DHE") will submit a report of each state agency and each public institution of higher education, respectively, to the Legislative Council ("LC") with the following information:

1. Number of current full-time employees of the state agency;
2. Number of full-time female employees;
3. Number of full-time male employees;
4. Number of male employees hired at a special entry rate;
5. Number of female employees hired at a special entry rate; and
6. List organized by sex of the state agency's full-time employees in a position with the same classification code that identifies the average
 - a. Years of service;
 - b. Annual compensation;
 - c. Amount of merit bonuses; and
 - d. Other information requested by the LC.

A state agency or public institution of higher education will make its staff or records available to DFA or DHE to assist in preparing the reports. The staff and records will also be available to the LC in developing and responding appropriately to requests for information by the LC.

The information in the reports must be in the form required by the LC. The reports will be due beginning on July 1, 2014, and will be submitted every year after that by July 1 to the LC.

Revenue Impact :

None

Taxpayer Impact :

None

Resources Required :

None for AASIS participating agencies

- OPM will be able to create reports without AASIS programming.

Unknown

- Each institution and/or the Department of Higher Education will need to create reports

Time Required :

Unknown.

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Procedural Changes :

Unknown.

Other Comments :

Currently, agencies/institutions are required monthly to provide the following information (Monthly Employment Reporting required by ACA §19-4-609) to Legislative Council:

For regular positions only, the # of new hires, separations, and total employees; overtime \$ paid, # of compensatory hours used; # of vacant, budgeted positions.

Additionally, information regarding separations is required for the # of employees who transfer to other agencies, retire, or leave for other reasons.

On a quarterly basis, per ACA §19-4-609, agencies/institutions are required to provide a statement of the reasons for any vacant, budgeted positions.

Legal Analysis :

None