

2 State of Arkansas
3 89th General Assembly
4 Regular Session, 2013

A Bill

HOUSE BILL 1814

5
6 By: Representative Leding

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

9 For An Act To Be Entitled

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

15 16 17 Subtitle

18 TO REQUIRE STATE AGENCIES TO CREATE A
19 COMPENSATION EQUALITY POLICY; AND TO
20 REQUIRE STATE AGENCIES TO BE TRANSPARENT
21 CONCERNING EQUAL COMPENSATION FOR EQUAL
22 SERVICES.

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

26
27 SECTION 1. Arkansas Code Title 25, Chapter 1, Subchapter 1, is amended
28 to add an additional section to read as follows:

29 25-1-121. Equal compensation.

30 (a) As used in this section:

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

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

36 (B) "State agency" does not mean:

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

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

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

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

11 (b) Each state agency or public institution of higher education shall
12 create and maintain a policy to prevent and eliminate discrimination in pay
13 on the basis of the sex of the employee as prohibited under § 11-4-601 and §
14 11-4-610.

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

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

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

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

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

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

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

29 (i) Years of service;

30 (ii) Annual compensation;

31 (iii) Amount of merit bonuses; and

32 (iv) Other information requested by the Legislative
33 Council.

34 (2) The Department of Higher Education shall submit a report of
35 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.

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18 Referral requested by: Representative Greg Leding
19 Prepared by: JAM/VJF
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