

1 **COMPENSATION STUDY**

2 2003 GENERAL SESSION

3 STATE OF UTAH

4 **Sponsor: Ty McCartney**

5 **This act enacts uncodified material requiring the Department of Human Resource**
6 **Management to conduct a study related to whether or not the compensation paid to**
7 **public employees differs between genders. The act requires the Department of Human**
8 **Resource Management to report to the Business and Labor Interim Committee during**
9 **the 2003 interim. This act is repealed December 31, 2003.**

10 This act enacts uncodified material.

11 *Be it enacted by the Legislature of the state of Utah:*

12 Section 1. **Required study by the Department of Human Resource Management.**

13 (1) For purposes of this section:

14 (a) "Department" means the Department of Human Resource Management.

15 (b) "Public employee" is as defined in Section 67-16-3.

16 (c) "Total compensation" is as defined in Section 67-19-3.

17 (2) The department shall:

18 (a) conduct a study of total compensation paid public employees that complies with

19 Subsection (3);

20 (b) prepare the statistical information required by Subsection (4);

21 (c) report to the Business and Labor Interim Committee by no later than October 31,

22 2003 with:

23 (i) the completed study required by Subsection (2)(a); and

24 (ii) the statistical information required by Subsection (2)(b); and

25 (d) in addition to the report required by Subsection (2)(c), provide interim reports as
26 requested by the Business and Labor Interim Committee.

27 (3) The study required by Subsection (2)(a) shall include:



- 28 (a) a survey of total compensation paid public employees in this state:
- 29 (i) covering the time period:
- 30 (A) beginning on July 1, 1997; and
- 31 (B) ending on June 30, 2002;
- 32 (ii) that indicates by gender the amounts paid in total compensation; and
- 33 (iii) includes any other information that the department determines is necessary for the
- 34 department to complete the analysis described in Subsection (3)(b); and
- 35 (b) an analysis of the information obtained from the survey required by Subsection
- 36 (3)(a) to determine:
- 37 (i) whether there are differences in the total compensation for public employees that are
- 38 men as compared to the total compensation for public employees that are women;
- 39 (ii) if the differences described in Subsection (3)(b)(i) exist, the extent of those
- 40 differences;
- 41 (iii) what factors cause or may cause any differences described in Subsection (3)(b)(i),
- 42 including whether or not any of the following may cause the differences described in
- 43 Subsection (3)(b)(i):
- 44 (A) differences in the number of men and women across and within occupations;
- 45 (B) payment of lower compensation for occupations traditionally dominated by
- 46 women; and
- 47 (C) education or training;
- 48 (iv) the impact of any differences described in Subsection (3)(b)(i) on:
- 49 (A) the economy of the state; and
- 50 (B) families within the state; and
- 51 (v) possible solutions to eliminate and prevent any differences described in Subsection
- 52 (3)(b)(i).
- 53 (4) The statistical information required by Subsection (2)(b) shall:
- 54 (a) be for the calendar year 2000; and
- 55 (b) include the following:
- 56 (i) the percentage of employees in Utah that are women;
- 57 (ii) the percentage of unemployment claims in this state that are filed by women;
- 58 (iii) the average annual salary for a woman in this state; and

59 (iv) the average annual salary for a man in this state.
60 (5) (a) At the request of the department, the following shall assist the department in
61 meeting the requirements of this section:
62 (i) the Labor Commission; and
63 (ii) the Department of Workforce Services.
64 (b) All public employers shall cooperate with the department in completing the survey
65 described in Subsection (3).
66 (6) The department shall comply with the requirements of Title 63, Chapter 2,
67 Government Records Access and Management Act, in complying with the requirements of this
68 section.
69 Section 2. **Repeal date.**
70 This act is repealed December 31, 2003.

Legislative Review Note
as of 1-13-03 3:34 PM

A limited legal review of this legislation raises no obvious constitutional or statutory concerns.

Office of Legislative Research and General Counsel