

**Representative Ty McCartney** proposes the following substitute bill:

**COMPENSATION STUDY**

2003 GENERAL SESSION

STATE OF UTAH

**Sponsor: Ty McCartney**

**This act enacts uncodified material requiring the Department of Human Resource Management to report to the Government Operations Labor Interim Committee during the 2003 interim regarding salary data related to whether or not the compensation paid to state employees differs between genders. This act is repealed December 31, 2003.**

This act enacts uncodified material.

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

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

(1) For purposes of this section:

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

(b) "Benchmark position" means a position included in the cross section of comparable benchmark positions in private and public employment included in market survey conducted in accordance with Subsection 67-19-12(4).

(c) "Benefits" means any item included in total compensation, as defined in Section 67-19-3, except for salary and wages.

(d) "Part-time state employee" means a state employee that is ineligible for benefits because the state employee works less than the required number of hours to receive benefits.

(e) "State employee" means a career or noncareer state employee that is not specifically exempted under Subsection 67-19-12(2).

(2) The department shall report to the Government Operations Interim Committee by no later than October 31, 2003 the following information for fiscal year 2001:

(a) for each benchmark position:



- 26 (i) (A) the percentage of state employees in the benchmark position that are men;  
27 (B) the average length of time that the male state employees in the benchmark position  
28 have been employed by the state;  
29 (C) the average length of time that the male state employees have been employed in the  
30 benchmark position; and  
31 (D) the average salary of the male state employees in the benchmark position; and  
32 (ii) (A) the percentage of female employees in the benchmark position that are women;  
33 (B) the average length of time that the female state employees in the benchmark  
34 position have been employed by the state;  
35 (C) the average length of time that the female state employees have been employed in  
36 the benchmark position; and  
37 (D) the average salary of the female state employees in the benchmark position; and  
38 (b) (i) the percentage of part-time state employees that are men;  
39 (ii) the percentage of part-time state employees that are women.  
40 (3) After receiving the report, the Government Operations Interim Committee may:  
41 (a) recommend to the Legislature that additional studies be conducted;  
42 (b) prepare legislation for consideration by the Legislature; or  
43 (c) take any other appropriate action.  
44 (4) The report required by Subsection (2) may not be used as the basis for a grievance  
45 under the grievance procedures of Sections 67-19-30 through 67-19-32, Title 67, Chapter 19a,  
46 Grievance and Appeal Procedures, or otherwise.  
47 (5) The department shall comply with the requirements of Title 63, Chapter 2,  
48 Government Records Access and Management Act, in complying with the requirements of this  
49 section.  
50 **Section 2. Repeal date.**  
51 This act is repealed December 31, 2003.