



House of Representatives *State of Utah*

UTAH STATE CAPITOL COMPLEX • 350 STATE CAPITOL
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February 18, 2015

Mr. Speaker:

The Government Operations Committee reports a favorable recommendation on **H.B. 239**, HUMAN RESOURCE MANAGEMENT MARKET RESEARCH AMENDMENTS, by Representative E. Hutchings, with the following amendments:

1. *Page 1, Lines 22 through 24:*

- 22 Other Special Clauses:
23 ~~{None}~~ **This bill provides a special effective date.**
24 Utah Code Sections Affected:

2. *Page 8, Lines 233 through 237:*

- 233 (ii) legislatively approved salary adjustments within approved salary ranges,
including
234 a merit increase .subject to Subsection (4)(f). or general increase; and
235 (iii) structure adjustments that modify salary ranges, including a cost of living
236 adjustment or market comparability adjustment.
(f) A merit increase shall be granted on a uniform and consistent basis to
each employee who receives a rating of "successful" or higher in an annual
evaluation of the employee's productivity and performance.
237 (5) (a) By October 31 of each year, the executive director shall submit an annual

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3. Page 9, Lines 249 through 262:

249 into the annual compensation plan.
250 [(viii)(A)] **{(ii) The executive director shall establish criteria to assure the**
adequacy and
251 **accuracy of the survey and shall use methods and techniques similar to and**
consistent with
252 **those used in private sector surveys.}**
253 [(B) Except as provided under Sections 67-19-12.1 and 67-19-12.3, the survey shall
254 include a reasonable cross section of employers.]
255 [(C)] ~~{(iii)}~~ **{(ii)}** The executive director may cooperate with or participate in
any survey
256 conducted by other public and private employers.
257 [(D)] ~~{(iv)}~~ **{(iii)}** The executive director shall obtain information for the
purpose of
258 constructing the survey from the Division of Workforce Information and Payment
Services and
259 shall include employer name, number of persons employed by the employer, employer
contact
260 information and job titles, county code, and salary if available.
261 [(E)] ~~{(v)}~~ **{(iv)}** The department shall acquire and protect the needed
records in compliance
262 with the provisions of Section 35A-4-312.

4. Page 9, Lines 268 through 269:

268 external market trends.
{(e) The executive director shall:
(i) establish criteria to assure the adequacy and accuracy of data used to make
recommendations described in this Subsection (5); and
(ii) when preparing recommendations use accepted methodologies and
techniques similar to and consistent with those used in the private sector.
269 [(x)] ~~{(e)}~~ **{(f)}** The governor shall:



5. Page 10, Line 276:

276 [~~(xi)~~] {~~(f)~~} (g) If funding is approved by the Legislature in a general
appropriations act, the

6. Page 12, Line 349:

349 personnel pay plans.

= Section 7. Effective date.
This bill takes effect on July 1, 2015.

Respectfully,

Jack R. Draxler
Committee Chair

Voting: 8-0-2

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