

H.B. 239

HUMAN RESOURCE MANAGEMENT MARKET RESEARCH AMENDMENTS

HOUSE COMMITTEE AMENDMENTS

AMENDMENT 1

FEBRUARY 18, 2015 4:53 PM

Representative **Eric K. Hutchings** proposes 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

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.