

1 **STRATEGIC PLAN FOR EQUAL COMPENSATION**

2 2017 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Luz Escamilla**

5 House Sponsor: Rebecca P. Edwards

7 **LONG TITLE**

8 **General Description:**

9 This bill enacts provisions related to gender-based wage discrimination in Title 67,
10 Chapter 19, Utah State Personnel Management Act.

11 **Highlighted Provisions:**

12 This bill:

- 13 ▶ defines terms;
- 14 ▶ requires the executive director of the Department of Human Resource Management
15 (DHRM) to submit to the Executive Appropriations Committee a strategic plan to
16 eliminate gender-based wage discrimination;
- 17 ▶ establishes the content of the strategic plan; and
- 18 ▶ requires DHRM and state agencies to provide relevant information and data to
19 support the creation of the strategic plan.

20 **Money Appropriated in this Bill:**

21 None

22 **Other Special Clauses:**

23 None

24 **Utah Code Sections Affected:**

25 ENACTS:

26 **67-19-45**, Utah Code Annotated 1953



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

29 Section 1. Section **67-19-45** is enacted to read:

30 **67-19-45. Strategic plan to eliminate gender-based wage discrimination.**

31 (1) As used in this section:

32 (a) "Gap analysis" means an evaluation of female and male employees' jobs and wages
33 using available data and other relevant information for the purpose of identifying any
34 gender-based wage discrimination.

35 (b) "Gender-based wage discrimination" means discrimination between men and
36 women who perform jobs that require substantially equal skill, effort, and responsibility under
37 similar working conditions.

38 (2) No later than December 31, 2018, the executive director shall:

39 (a) in accordance with Subsection (3), prepare a strategic plan to eliminate
40 gender-based wage discrimination; and

41 (b) present the strategic plan, including a summary of the data and analyses used to
42 formulate the strategic plan, to the Executive Appropriations Committee.

43 (3) (a) The executive director shall ensure that the strategic plan described in
44 Subsection (2) includes:

45 (i) a gap analysis for each agency;

46 (ii) a review of similar efforts by other governmental entities in this and other states to
47 study or eliminate gender-based wage discrimination;

48 (iii) recommendations for agencies and the Legislature regarding how to implement the
49 strategic plan, including:

50 (A) necessary administrative and legislative actions; and

51 (B) funding requirements; and

52 (iv) other relevant information that the executive director finds necessary.

53 (b) Agencies shall make information and data available as requested by the executive
54 director for the purpose of drafting the strategic plan, including:

55 (i) demographic and labor market information;

56 (ii) information on employee turnover;

57 (iii) salary information;

58 (iv) information on recruitment;

- 59 (v) geographic data;
60 (vi) information on years of service; and
61 (vii) any other relevant information or data required to conduct the wage gap and job
62 gap analyses.
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Legislative Review Note
Office of Legislative Research and General Counsel