1	STRATEGIC PLAN FOR EQUAL COMPENSATION
2	2017 GENERAL SESSION
3	STATE OF UTAH
4	Chief Sponsor: Luz Escamilla
5	House Sponsor:
6	1
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
27	

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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;

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- 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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