

## HOUSE BILL NO. HB0130

Attracting and retaining Wyoming's best.

Sponsored by: Representative(s) Henderson, Olsen and Yin

A BILL

for

1 AN ACT relating to public employees; providing for ongoing  
2 salary adjustments for public employees; directing  
3 consideration of salary adjustments in developing  
4 recommendations for external cost adjustments for school  
5 districts; and providing for an effective date.

6

7 *Be It Enacted by the Legislature of the State of Wyoming:*

8

9 **Section 1.** W.S. 9-3-107 is created to read:

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11 **9-3-107. Public employee salary adjustments.**

12

13 (a) To reduce personnel costs associated with  
14 recruitment, hiring and training and to allow the state's  
15 public employers to attract and retain the quality and  
16 quantity of employees needed to fulfill service commitments

1 to its citizens, the state shall provide for salary  
2 adjustments for public employees as provided under this  
3 section.

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5 (b) Subject to the availability of funding, all  
6 public employees shall receive a biennial salary adjustment  
7 under this section corresponding to the Wyoming  
8 cost-of-living index averaged over the previous three (3)  
9 years for the portion of each employee's salary that is  
10 less than or equal to eighty thousand dollars (\$80,000.00).  
11 In no event shall the salary adjustment under this section  
12 be less than zero percent (0%) or greater than three  
13 percent (3%) in any biennium for each public employee.  
14 Salary adjustments provided under this section shall be  
15 effective July 1, 2024 and July 1 in each even numbered  
16 year thereafter.

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18 (c) The average Wyoming cost-of-living index shall be  
19 calculated by the economic analysis division within the  
20 department of administration and information and measured  
21 from the first quarter to the fourth quarter of every  
22 calendar year for each of the previous three (3) years.

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1           (d) The amounts necessary to provide salary  
2 adjustments under this section shall be computed as follows  
3 for:

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5           (i) Executive branch public employees and public  
6 employees of the University of Wyoming and community  
7 colleges, by the state budget department, after  
8 consultation with the university and community college  
9 commission and these amounts shall be included in each  
10 agency's standard budget request submitted pursuant to W.S.  
11 9-2-1010 through 9-2-1014.3;

12  
13           (ii) Judicial branch public employees, by the  
14 supreme court and the district courts and these amounts  
15 shall be included in the standard budget requests submitted  
16 pursuant to W.S. 5-3-113 and 5-2-123;

17  
18           (iii) Legislative branch public employees, by  
19 the legislative service office and these amounts shall be  
20 submitted to the management council.

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22           (e) The salary adjustments required under this  
23 section shall be appropriated from the general fund for all

1 generally funded public employees, to the extent funds are  
2 available. The salary adjustments required under this  
3 section for public employees whose salary is paid from fund  
4 sources other than the general fund shall be appropriated  
5 from the applicable fund source, to the extent funds are  
6 available.

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8 (f) As used in this section, "public employee" means  
9 any employee of the state of Wyoming working full-time,  
10 including on a contract basis, for the state of Wyoming  
11 including the executive, legislative and judicial branches  
12 of government, and any department, division, agency, board,  
13 commission or other instrumentality of those branches, the  
14 University of Wyoming and the Wyoming community colleges.  
15 "Public employee" shall not include any elected official  
16 whose salary is prescribed by law.

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18 **Section 2.** W.S. 9-2-3207(c)(ii) and 21-13-309(o) are  
19 amended to read:

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21 **9-2-3207. Duties of department performed through**  
22 **human resources division.**

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1           (c) The state compensation plan shall provide for the  
2 following procedures to establish and change individual pay  
3 rates:

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5           (ii) General pay increases shall be only those  
6 approved by the legislature and salary adjustments required  
7 by W.S. 9-3-107;

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9           **21-13-309. Determination of amount to be included in**  
10 **foundation program for each district.**

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12           (o) To the extent specifically provided by the  
13 legislature, and between periods of model recalibration  
14 required under subsection (t) of this section, the amount  
15 computed for each district under subsection (m) of this  
16 section shall be adjusted to provide for the effects of  
17 inflation, excluding those amounts specified under  
18 subparagraphs (m)(v)(E) and (F) of this section and the  
19 assessment component contained in paragraph (b)(xxviii) of  
20 "Attachment A" as referenced in W.S. 21-13-101(a)(xvii).  
21 The adjustment under this subsection shall not be applied  
22 until the expiration of the school year immediately  
23 following the first school year of application of the

1 recalibrated model, and shall be adjusted on a cumulative  
2 basis each school year thereafter and until the first  
3 school year of application of a subsequent model  
4 recalibration. Following analysis of information reported  
5 under subsection (u) of this section, the joint  
6 appropriations ~~interim~~ committee shall submit a  
7 recommendation to the legislature and the governor not  
8 later than November 1 of each applicable year on an  
9 external cost adjustment for purposes of this  
10 subsection. In developing a recommendation under this  
11 subsection, the joint appropriations committee shall  
12 consider information provided by the department of  
13 administration and information and the executive branch  
14 agency heads on salary adjustments provided to other public  
15 employees under W.S. 9-3-107.

16

17 **Section 3.** This act is effective July 1, 2022.

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(END)