

SENATE FILE NO. SF0173

State employee compensation.

Sponsored by: Senator(s) Sessions, Fecht, Mockler and Ross  
and Representative(s) Illoway and Zwonitzer,  
Dv.

A BILL

for

1 AN ACT relating to state employee compensation; modifying  
2 certain provisions of the state compensation plan;  
3 specifying factors used to determine rates of pay; and  
4 providing for an effective date.

5

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

7

8 **Section 1.** W.S. 9-2-1022(b)(i), (ii), by creating a  
9 new paragraph (vi), by renumbering (vi) as (vii),  
10 (c)(intro) and (i) is amended to read:

11

12 **9-2-1022. Duties of department performed through**  
13 **human resources division.**

14

15 (b) The current state compensation plan shall apply  
16 to all state executive branch employees except those

1 employees of the University of Wyoming and community  
2 colleges. It shall consist of:

3  
4 (i) Current job descriptions. These shall  
5 describe the nature and level of work performed,  
6 responsibilities, requirements to possess professional  
7 licenses, certifications or registrations, and assist in  
8 job evaluation and classification, pay comparisons with  
9 other entities, recruitment, selection and performance  
10 appraisal;

11  
12 (ii) Job evaluation and classification. This  
13 process shall formally assign positions to classifications  
14 and determine pay grades in one (1) or more pay systems  
15 based on an evaluation of the content of jobs using  
16 quantitative point factors. At a minimum, these factors  
17 shall include skill, effort, responsibility, including  
18 requirements to possess professional licenses,  
19 certifications or registrations, and working conditions.  
20 These factors and their weights shall be established by the  
21 human resources division and reflect the relative  
22 importance of job content to the state. The human  
23 resources division shall ~~periodically~~ audit the system or  
24 applicable department rules and regulations at the request

1 of the state employee compensation commission or through  
2 assessing employee complaints and analyzing hiring  
3 difficulties and turnover statistics;

4  
5 (vi) Required professional licenses,  
6 certifications or registrations. Determination of position  
7 requirements for licenses, certifications or registrations  
8 shall be done with consultation of appropriate state  
9 agencies and licensing boards, commissioners or other  
10 bodies. When a license, certification or registration is  
11 required to perform job duties it shall be included in the  
12 position job classification, job advertisement and  
13 announcement and salary surveys;

14  
15 ~~(vi)~~ (vii) Data collected under this subsection  
16 shall be available to the legislature as needed.

17  
18  
19 (c) ~~Beginning July 1, 1989,~~ The state compensation  
20 plan shall provide for the following procedures to  
21 establish and change individual pay rates:

22  
23 (i) ~~Except as otherwise provided by law for the~~  
24 ~~period commencing July 1, 1994 and ending June 30, 1998,~~

1 ~~starting~~ Rates of pay shall ~~reflect the experience of new~~  
2 ~~hires,~~ be determined using knowledge, skills, abilities,  
3 experience, responsibilities, requirements to possess  
4 professional licenses, certifications or registrations, and  
5 labor market conditions ~~and established rates of pay for~~  
6 ~~current, experienced employees~~ of the public and private  
7 sector;

8  
9       **Section 2.** This act is effective immediately upon  
10 completion of all acts necessary for a bill to become law  
11 as provided by Article 4, Section 8 of the Wyoming  
12 Constitution.

13

14 (END)