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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-SEVENTH SESSION

H. F. No. 2033

01/30/2012 Authored by Downey

The bill was read for the first time and referred to the Committee on Government Operations and Elections

02/08/2012 Adoption of Report: Pass and re-referred to the Committee on State Government Finance

02/20/2012 Adoption of Report: Pass as Amended and re-referred to Ways and Means

1.1 A bill for an act
1.2 relating to state government; proposing the Equal Pay and Benefits Act;
1.3 providing a method for determining public employee compensation; proposing
1.4 coding for new law in Minnesota Statutes, chapter 15A.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. **CITATION.**

1.7 This act may be known as the "Equal Pay and Benefits Act."

1.8 Sec. 2. **[15A.25] STATE EMPLOYEE COMPENSATION.**

1.9 Subdivision 1. **Future compensation.** (a) The commissioner of management and
1.10 budget must contract with a private sector firm specializing in compensation studies for
1.11 a compensation study for legislative and executive branch job classes. The study must
1.12 compare the total compensation, including salary and benefits, of each job class with
1.13 positions in the private sector in which the skill, effort, responsibilities, and working
1.14 conditions are similar. The comparison must take into account regional and other
1.15 market-based compensation factors, including the education and experience levels
1.16 necessary to perform the duties of the job class.

1.17 (b) By July 1, 2013, the commissioner of management and budget, based on the
1.18 study under paragraph (a), must report to the chairs and ranking minority members of
1.19 the senate Finance and house Ways and Means Committees, redesigned compensation
1.20 for each legislative and executive branch job class so that, as nearly as practicable,
1.21 compensation for each job class is comparable to the compensation of private sector
1.22 positions with similar skill, effort, responsibilities, and working conditions, as determined
1.23 by the commissioner under paragraph (a).

2.1 Subd. 2. **Reporting of compensation differences.** An appointing authority in
2.2 the legislative branch, or the commissioner of management and budget for executive
2.3 branch employees, must report to the chairs and ranking minority members of the senate
2.4 Finance and house Ways and Means Committees before entering into a new contract or
2.5 collective bargaining agreement, or implementing a compensation plan in which the
2.6 compensation for a position is different from the redesigned compensation reported
2.7 under subdivision 1. A report under this subdivision must, for each job class, describe
2.8 the difference in compensation between the redesigned compensation reported under
2.9 subdivision 1 and the proposed compensation under the contract, collective bargaining
2.10 agreement, or compensation plan.

2.11 Subd. 3. **Executive branch.** For purposes of this section, "executive branch" has
2.12 the meaning given in section 43A.02, but does not include the Minnesota State Colleges
2.13 and Universities.

2.14 **EFFECTIVE DATE.** This section is effective the day following final enactment.