

ORIGINAL SENATE
FILE NO. 0173

ENROLLED ACT NO. 66, SENATE

FIFTY-NINTH LEGISLATURE OF THE STATE OF WYOMING
2007 GENERAL SESSION

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

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

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

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

(b) The current state compensation plan shall apply to all state executive branch employees except those employees of the University of Wyoming and community colleges. It shall consist of:

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

(ii) Job evaluation and classification. This process shall formally assign positions to classifications and determine pay grades in one (1) or more pay systems based on an evaluation of the content of jobs using quantitative point factors. At a minimum, these factors shall include skill, effort, responsibility, including requirements to possess professional licenses, certifications or registrations, and working conditions.

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These factors and their weights shall be established by the human resources division and reflect the relative importance of job content to the state. The human resources division shall periodically audit the system and at the request of the state employee compensation commission shall review applicable department rules and regulations, or through assessing employee complaints and analyzing—analyze hiring difficulties and turnover statistics;

(vi) When a license, certification or registration is required to perform job duties it shall be included in the position job classification, job advertisement and announcement;

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

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

(i) ~~Except as otherwise provided by law for the period commencing July 1, 1994 and ending June 30, 1998, starting~~ Rates of pay shall reflect the experience of new hires, be determined using knowledge, skills, abilities, experience, responsibilities, requirements to possess professional licenses, certifications or registrations, and labor market conditions and established rates of pay for current, experienced employees giving consideration to salaries in the public and private sector;

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

(END)

Speaker of the House

President of the Senate

Governor

TIME APPROVED: _____

DATE APPROVED: _____

I hereby certify that this act originated in the Senate.

Chief Clerk