

HOUSE RESEARCH

Bill Summary

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1 **Citation.** This act may be known as the " Equal Pay and Benefits Act."

2 **State employee compensation.** Requires the commissioner of management and budget to contract for a compensation study for legislative and executive branch job classes. Requires the study to compare total compensation of each state job class with positions in the private sector in which the skill, effort, responsibilities, and working conditions are similar.

Requires the commissioner to report by July 1, 2013, redesigned compensation for each legislative and executive branch job class, so that as nearly as practicable, compensation for each job class is comparable to compensation of similar private sector positions.

Provides that a legislative branch appointing authority or the Commissioner of Management and Budget for executive branch employees must report to specified legislative officials before entering into a new contract or collective bargaining agreement or implementing a compensation plan in which the compensation for a position is different from the redesigned compensation reported under this section. The report must, for each job class, describe the difference between the redesigned compensation and the proposed compensation under the contract, collective bargaining agreement, or compensation plan.

For purposes of this section, "executive branch" has the meaning defined in chapter 43A, but excludes MnSCU.