

REFERENCE TITLE: state employee compensation; joint committee

State of Arizona
House of Representatives
Forty-eighth Legislature
Second Regular Session
2008

HB 2082

Introduced by
Representative Konopnicki

AN ACT

AMENDING TITLE 41, CHAPTER 4, ARTICLE 5, ARIZONA REVISED STATUTES, BY ADDING SECTION 41-763.05; AMENDING TITLE 41, CHAPTER 7, ARTICLE 12, ARIZONA REVISED STATUTES, BY ADDING SECTION 41-1292.01; PROVIDING FOR THE DELAYED REPEAL OF SECTIONS 41-763.05 AND 41-1292.01, ARIZONA REVISED STATUTES; RELATING TO THE JOINT LEGISLATIVE STUDY COMMITTEE ON STATE EMPLOYEE COMPENSATION.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:
2 Section 1. Title 41, chapter 4, article 5, Arizona Revised Statutes,
3 is amended by adding section 41-763.05, to read:
4 41-763.05. Annual salary market analyses; recommendations
5 AS PART OF THE ANNUAL REPORT AND RECOMMENDATIONS REQUIRED PURSUANT TO
6 SECTIONS 41-763.01 AND 41-763.02, THE DEPARTMENT SHALL:
7 1. CONDUCT AN ANNUAL SALARY MARKET ANALYSIS.
8 2. MAKE RECOMMENDATIONS FOR THE STATE EMPLOYEE PAY RAISES FOR
9 CLASSIFICATION SALARY ADJUSTMENTS RELATING TO THE SALARY MARKET AND FOR MERIT
10 PAY RAISES FOR PERFORMANCE PAY INCREASES AND THE PORTION OF PAY THAT SHOULD
11 BE DEVOTED TO PERFORMANCE PAY. THE DEPARTMENT SHALL CONSIDER THE
12 RECOMMENDATIONS OF THE JOINT LEGISLATIVE STUDY COMMITTEE ON STATE EMPLOYEE
13 COMPENSATION ESTABLISHED BY SECTION 41-1292.01 WHEN MAKING RECOMMENDATIONS
14 PURSUANT TO THIS SECTION.
15 Sec. 2. Title 41, chapter 7, article 12, Arizona Revised Statutes, is
16 amended by adding section 41-1292.01, to read:
17 41-1292.01. Joint legislative study committee on state employee
18 compensation; membership; duties; recommendations
19 A. THE JOINT LEGISLATIVE STUDY COMMITTEE ON STATE EMPLOYEE
20 COMPENSATION IS ESTABLISHED CONSISTING OF THE FOLLOWING MEMBERS:
21 1. THREE MEMBERS OF THE HOUSE OF REPRESENTATIVES WHO ARE APPOINTED BY
22 THE SPEAKER OF THE HOUSE OF REPRESENTATIVES. NO MORE THAN TWO OF THESE
23 MEMBERS SHALL BE MEMBERS OF THE SAME POLITICAL PARTY. THE SPEAKER SHALL
24 DESIGNATE ONE OF THESE MEMBERS TO SERVE AS COCHAIRPERSON OF THE COMMITTEE.
25 2. THREE MEMBERS OF THE SENATE WHO ARE APPOINTED BY THE PRESIDENT OF
26 THE SENATE. NO MORE THAN TWO OF THESE MEMBERS SHALL BE MEMBERS OF THE SAME
27 POLITICAL PARTY. THE PRESIDENT SHALL DESIGNATE ONE OF THESE MEMBERS TO SERVE
28 AS COCHAIRPERSON OF THE COMMITTEE.
29 3. FOUR MEMBERS WHO ARE EXPERTS ON EMPLOYEE COMPENSATION. OF THESE
30 MEMBERS, THE GOVERNOR SHALL APPOINT TWO MEMBERS, THE PRESIDENT OF THE SENATE
31 SHALL APPOINT ONE MEMBER AND THE SPEAKER OF THE HOUSE OF REPRESENTATIVES
32 SHALL APPOINT ONE MEMBER.
33 4. FOUR MEMBERS WHO ARE EMPLOYEES OF THIS STATE AND WHO HAVE AT LEAST
34 TEN YEARS OF STATE SERVICE. OF THESE MEMBERS, THE GOVERNOR SHALL APPOINT TWO
35 MEMBERS, THE PRESIDENT OF THE SENATE SHALL APPOINT ONE MEMBER AND THE SPEAKER
36 OF THE HOUSE OF REPRESENTATIVES SHALL APPOINT ONE MEMBER.
37 5. ONE MEMBER FROM THE UNIVERSITY PERSONNEL SYSTEM WHO IS APPOINTED BY
38 THE EXECUTIVE DIRECTOR OF THE BOARD OF REGENTS.
39 6. THREE MEMBERS WHO ARE STATE AGENCY DIRECTORS, DEPUTY DIRECTORS OR
40 ASSISTANT DIRECTORS AND WHO ARE APPOINTED BY THE GOVERNOR,
41 7. ONE MEMBER WHO IS A STATE EMPLOYEE, WHO IS A MEMBER OF AN EMPLOYEE
42 ASSOCIATION AND WHO IS APPOINTED BY THE GOVERNOR.

1 B. THE COMMITTEE SHALL STUDY THE VARIOUS STATE PERSONNEL SYSTEMS,
2 STATE EMPLOYEE COMPENSATION AND RELATED ISSUES, INCLUDING SALARY, BENEFITS,
3 EMPLOYEE TURNOVER, PERFORMANCE PAY BASED ON THE PERFORMANCE OF THE
4 INDIVIDUAL, DEPARTMENT AND AGENCY AND COMPARISONS TO OTHER COMPARABLE PUBLIC
5 AND PRIVATE EMPLOYERS.

6 C. ON OR BEFORE DECEMBER 1 OF EACH YEAR, THE COMMITTEE SHALL SUBMIT
7 WRITTEN RECOMMENDATIONS ON A LONG-TERM STRATEGY FOR ADDRESSING STATE EMPLOYEE
8 COMPENSATION TO THE GOVERNOR, THE SPEAKER OF THE HOUSE OF REPRESENTATIVES AND
9 THE PRESIDENT OF THE SENATE. THE COMMITTEE SHALL PROVIDE A COPY OF THESE
10 RECOMMENDATIONS TO THE SECRETARY OF STATE AND THE DIRECTOR OF THE ARIZONA
11 STATE LIBRARY, ARCHIVES AND PUBLIC RECORDS.

12 D. MEMBERS OF THE COMMITTEE ARE NOT ELIGIBLE TO RECEIVE COMPENSATION
13 BUT ARE ELIGIBLE TO RECEIVE REIMBURSEMENT FOR EXPENSES PURSUANT TO TITLE 38,
14 CHAPTER 4, ARTICLE 2.

15 Sec. 3. Delayed repeal

16 Sections 41-763.05 and 41-1292.01, Arizona Revised Statutes, as added
17 by this act, are repealed from and after September 30, 2013.