

1 State of Arkansas  
2 89th General Assembly  
3 Regular Session, 2013  
4

# A Bill

HOUSE BILL 1814

5 By: Representative Leding  
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## For An Act To Be Entitled

8 AN ACT TO REQUIRE STATE AGENCIES TO CREATE A  
9 COMPENSATION EQUALITY POLICY; TO REQUIRE STATE  
10 AGENCIES TO BE TRANSPARENT CONCERNING EQUAL  
11 COMPENSATION FOR EQUAL SERVICES; AND FOR OTHER  
12 PURPOSES.  
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## Subtitle

15 TO REQUIRE STATE AGENCIES TO CREATE A  
16 COMPENSATION EQUALITY POLICY; AND TO  
17 REQUIRE STATE AGENCIES TO BE TRANSPARENT  
18 CONCERNING EQUAL COMPENSATION FOR EQUAL  
19 SERVICES.  
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23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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25 SECTION 1. Arkansas Code Title 25, Chapter 1, Subchapter 1, is amended  
26 to add an additional section to read as follows:

27 25-1-121. Equal compensation.

28 (a) As used in this section:

29 (1) "Public institution of higher education" means an Arkansas  
30 state-supported two-year or four-year college or university; and

31 (2)(A) "State agency" means an agency, authority, department,  
32 board, commission, bureau, council, or other subdivision of the state  
33 supported by appropriation of a state or federal fund.

34 (B) "State agency" does not mean:

35 (i) An elected constitutional officer of this state  
36 and his or her employees;



1                   (ii) A member and the employees of the Supreme  
 2 Court, the Court of Appeals, circuit courts, prosecuting attorneys, and the  
 3 Administrative Office of the Courts;

4                   (iii) The Arkansas State Highway and Transportation  
 5 Department; or

6                   (iv) Federal military technicians, military training  
 7 support personnel, federally funded personnel of the Arkansas National Guard,  
 8 and other military personnel who are paid directly by the federal government.

9           (b) Each state agency or public institution of higher education shall  
 10 create and maintain a policy to prevent and eliminate discrimination in pay  
 11 on the basis of the sex of the employee as prohibited under § 11-4-601 and §  
 12 11-4-610.

13           (c)(1) The Department of Finance and Administration shall submit a  
 14 report of each state agency to the Legislative Council containing the  
 15 following information for the fiscal year:

16                   (A) The number of current full-time employees of the state  
 17 agency;

18                   (B) The number of full-time female employees;

19                   (C) The number of full-time male employees;

20                   (D) The number of male employees hired at a special entry  
 21 rate;

22                   (E) The number of female employees hired at a special  
 23 entry rate;

24                   (F) A list organized by sex of the state agency's full-  
 25 time employees in a position with the same classification code that  
 26 identifies the average:

27                   (i) Years of service;

28                   (ii) Annual compensation;

29                   (iii) Amount of merit bonuses; and

30                   (iv) Other information requested by the Legislative  
 31 Council.

32           (2) The Department of Higher Education shall submit a report of  
 33 each public institution of higher education to the Legislative Council  
 34 containing the information required under subdivision (c)(1) of this section  
 35 for the fiscal year.

36           (3) A state agency or public institution of higher education

1 shall make its staff or records available to the Department of Finance of  
 2 Administration or the Department of Higher Education to assist in preparing a  
 3 report under subdivisions (c)(1) or (c)(2) of this section.

4 (4) The information in each report shall be in the form required  
 5 by the Legislative Council.

6 (5) The report required under subdivisions (c)(1) or (c)(2) of  
 7 this section shall be due beginning on July 1, 2014, and be submitted  
 8 annually thereafter by July 1 to the Legislative Council.

9 (d) A state agency or a public institution of higher education shall  
 10 make its staff or records available to the Legislative Council in developing  
 11 and responding appropriately to requests for information by the Legislative  
 12 Council under this section.

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