

HOUSE BILL NO. HB0084

Wage equality-state employees and programs.

Sponsored by: Joint Labor, Health & Social Services Interim
Committee

A BILL

for

1 AN ACT relating to employment; promoting wage equality in
2 state employment; requiring the consideration of wage
3 equality in state programs as specified; requiring the
4 reporting of wage information as specified; and providing for
5 an effective date.

6

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

8

9 **Section 1.** W.S. 9-2-1022(a) by creating a new paragraph
10 (xv), (c)(intro) and by creating a new paragraph (vii),
11 9-2-2609(b), 9-2-2611(h)(iii) by creating a new subparagraph
12 (D) and by renumbering (D) through (G) as (E) through (H),
13 9-12-105(a) by creating a new paragraph (x), (b)(ii), (c)(i)
14 by creating a new subparagraph (D), (d)(i)(E)(II) by creating
15 a new subdivision (3) and by renumbering (3) and (4) as (4)

1 and (5), 9-12-408(b) by creating a new paragraph (v) and
2 9-12-1402(a) by creating a new paragraph (xiii) are amended
3 to read:

4

5 **9-2-1022. Duties of department performed through human**
6 **resources division.**

7

8 (a) Subject to subsection (b) of this section, the
9 department through the human resources division shall:

10

11 (xv) Perform a quadrennial comprehensive
12 evaluation of employee compensation to measure and promote
13 pay equity between male and female employees subject to
14 subsection (c) of this section.

15

16 (c) The state compensation plan shall provide for the
17 following procedures as part of the budget process under W.S.
18 9-2-1010 through 9-2-1014 to establish and change individual
19 pay rates:

20

21 (vii) Pay rate adjustments to assure pay equity
22 between male and female employees when supported by an
23 evaluation conducted under paragraph (a)(xv) of this section.

1

2 **9-2-2609. Purpose.**

3

4 (b) It is the intent of the legislature to provide
5 training funds to train and educate employees, which will
6 result in the production of high wage and high skilled jobs
7 that will increase the earning potential and employment
8 opportunities for Wyoming employees, reduce the wage gap
9 between male and female employees and enhance and diversify
10 the state's economy.

11

12 **9-2-2611. Priority economic sector business workforce**
13 **training programs; eligibility.**

14

15 (h) The funding application, at a minimum, shall
16 contain:

17

18 (iii) A hiring and training plan, which shall
19 include:

20

21 (D) Procedures for promoting pay equity
22 between male and female employees;

23

1 ~~(D)~~(E) Procedures for outreach, recruitment,
2 screening, training and placement of employees;

3

4 ~~(E)~~(F) A description of the training
5 curriculum and resources;

6

7 ~~(F)~~(G) Written commitments from any agency or
8 organization participating in the implementation of the
9 hiring plan; and

10

11 ~~(G)~~(H) A description of the type and method
12 of training to be provided to employees, the starting wage
13 and wages to be paid after training for each position, the
14 job benefits to be paid or provided, and any payment to
15 eligible training providers.

16

17 **9-12-105. Economic development services.**

18

19 (a) It shall be the duty of the council to encourage,
20 stimulate and support the development and expansion of the
21 economy of the state. The council is charged with the
22 following duties and responsibilities:

23

1 (x) To encourage new and existing businesses to
2 employ best practices to reduce the wage gap between men and
3 women in the state.

4
5 (b) The council, in consultation with the coordinator
6 of economic diversification, shall implement the
7 "startup:Wyoming" program in priority economic sectors
8 identified in the approved twenty (20) year comprehensive
9 economic diversification strategy under W.S.
10 9-12-1402(a)(iv). The program shall:

11
12 (ii) Provide entrepreneurs with advanced
13 resources to help their business succeed, including
14 mentoring, marketing, legal and other business coaching
15 services and resources to help promote pay equity between
16 male and female employees;

17
18 (c) The council shall administer a "kickstart:Wyoming"
19 program to provide funding to early stage ventures of Wyoming
20 based entrepreneurs. Funding under this subsection shall be
21 provided upon approval of the council. The council shall
22 adopt rules for funding under this subsection in consultation
23 with the coordinator of economic diversification. Funding

1 shall be in amounts ranging from five thousand dollars
2 (\$5,000.00) to fifty thousand dollars (\$50,000.00) and be
3 provided under the following conditions:

4

5 (i) To individuals who reside in Wyoming and to
6 business entities which are, or agree in writing to be,
7 headquartered in Wyoming and organized under the laws of the
8 state of Wyoming and which:

9

10 (D) Have committed to efforts to reduce the
11 wage gap between male and female employees.

12

13 (d) The council shall administer a small business
14 innovation research matching program in accordance with this
15 subsection. The program shall match federal funds approved
16 for Wyoming based companies as provided in this subsection.
17 The program shall be administered by the council in
18 consultation with the University of Wyoming research office.
19 The following shall apply to the program under this
20 subsection:

21

22 (i) To be eligible to receive funding, an entity
23 shall:

1

2 (E) Agree to provide a report to the council
3 on or before July 1 of each year in the following manner:

4

5 (II) If the entity commercializes a
6 service, product, concept, design or any other marketable
7 asset, and continues to market the product, concept or design
8 or asset, the entity shall report for three (3) years on:

9

10 (3) The wage differential between
11 men and women for each job category and efforts to reduce any
12 wage gap;

13

14 ~~(3)~~(4) The taxable assets of the
15 entity;

16

17 ~~(4)~~(5) All revenues from sales of
18 the service, product, concept, design or any other marketable
19 asset of the entity.

20

21 **9-12-408. Wyoming research and innovation program fund**
22 **created; authorized expenditures from the fund; rulemaking.**

23

1 (b) The Wyoming business council, in consultation with
2 the ENDOW executive council and the University of Wyoming
3 shall promulgate rules necessary to carry out the provisions
4 of this section. The rules shall include but not be limited
5 to application procedures, eligibility requirements, the
6 amount of funding which may be provided for any single
7 project, provision for ensuring adequate consideration to the
8 state in exchange for funding any project which does not
9 solely involve a state agency or institution or political
10 subdivision of the state, recapture of funding if the
11 recipient of funds breaches any agreement under the program
12 and prioritization for funding requests. In establishing
13 provisions for adequate consideration to the state, the
14 council may include, but is not limited to, assessment of the
15 following:

16

17 (v) The potential to reduce the wage gap between
18 male and female employees.

19

20 **9-12-1402. General powers and duties of the council;**
21 **economic diversification policy and strategy; authority of**
22 **governor.**

23

1 (a) The ENDOW executive council shall:

2

3 (xiii) In consultation with the department of
4 workforce services, the business council and other
5 appropriate entities, develop recommendations to reduce the
6 wage gap between male and female employees by reviewing
7 existing data and programs that address the gap and by
8 studying the impact and ability of economic diversification
9 efforts to reduce the wage gap. The recommendations shall be
10 incorporated into the executive council's comprehensive
11 economic diversification strategy and four (4) year action
12 plans as determined appropriate by the executive council.

13

14 **Section 2.** This act is effective July 1, 2019.

15

16

(END)