

Introduced by Senator Nielsen

February 22, 2013

An act to add Section 18006 to the Government Code, relating to public employment.

LEGISLATIVE COUNSEL'S DIGEST

SB 778, as introduced, Nielsen. Public employment: salary ranges.

Existing law establishes the Department of Human Resources for purposes of managing the nonmerit aspects of the state's personnel system. Existing law requires the department to establish and adjust salary ranges for each class of position in the state civil service, subject to specified merit limits and except as specified. Existing law requires the salary range to be based on the principle that like salaries shall be paid for comparable duties and responsibilities.

This bill would require the department to address salary compaction and parity concerns. The bill would also require the department, when it is determined that revenues do not allow the department to implement a salary determination to increase any excluded and exempt employee salaries in a given year, to provide to the Legislature existing data on the salary determination, including all salary compaction and parity determinations for supervisory and managerial employees.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 18006 is added to the Government Code,
- 2 to read:

1 18006. (a) In determining salaries for supervisory and
2 managerial employees, the Department of Human Resources shall
3 address salary compaction and parity concerns.

4 (b) When it is determined that revenues do not allow the
5 department to implement a salary determination to increase any
6 excluded and exempt employee salaries in a given year, the
7 department shall provide to the Legislature existing data on the
8 salary determination, including all salary compaction and parity
9 determinations for supervisory and managerial employees.