

84 LSO 0003

**HOUSE** **BILL 0069**

AN ACT to amend W.S. 9-2-1005(b)(iv) and 9-2-1022(a) introductory paragraph and by creating a new subsection (b) relating to the state compensation plan; providing for a new compensation plan; reducing merit increases; providing for new longevity payments; providing for a report; providing for an appropriation; and providing for an effective date.

James A. Jones

[illegible]

**CONTINUED ON BACK**

# 90369 Wagoner Date 2/16/84  
introduce  
**Roll Call of the House**  
 of the FORTY-SEVENTH LEGISLATURE  
 of Wyoming

	Ayes	Noes	Excused	Absent		Ayes	Noes	Excused	Absent
ARNOLD		✓			ODDE	✓			
BAKER	✓				PARKER		✓		
BARLOW	✓				PERKINS		✓		
BLACKWELL		✓			PHELAN		✓		
BROWN	✓				RATLIFF		✓		
BUDD	✓				ROBERTSON		✓		
BURNS		✓			ROTH				✓
BURTON		✓			SALISBURY		✓		
BYRD		✓			SANDERS		✓		
CHAMBERLAIN	✓				SCHMIDT		✓		
CROSS	✓				SCHWOPE		✓		
<del>DICKY</del>		✓			SHREVE		✓		
DOBOS		✓			SIDI	✓			
<del>DOUGLAS</del>					SIMONS		✓		
EDWARDS		✓			SIMPSON	✓			
GERINGER		✓			SORENSEN	✓			
GETTER <i>cf</i>			✓		STAUFFER		✓		
GRANT	✓				STEWART	✓			
HAGEMAN	✓				STRAND		✓		
HANSEN	✓	✓			TIPTON	✓			
HARRISON		✓			TYSDAL		✓		
HENDRICKS		✓			URBIGKIT, D.		✓		
HERBST		✓			URBIGKIT, W.	✓			
HUMPHREY		✓			WALLIS	✓			
JACKSON	✓	✓			WEAVER		✓		
JENSEN		✓			WIEDERSPAHN		✓		
JONES	✓				WOLFLEY		✓		
LARSON, T.		✓			ZUMBRUNNEN		✓		
MACMILLAN	✓				MR. SPEAKER		✓		
MADER	✓				PRESENT				
MALDONADO		✓							
MARTON	✓								
MCILVAIN	✓								
MEENAN	✓								
MICHEL		✓							
MURPHY	✓								

AYES 24  
 NOES 38  
 EXCUSED 1  
 ABSENT 1  
 TOTAL 64  
 LESS 26  
38

House of Intro			
_____	To Com No.	_____	
_____	Stand Report Do	Amd	Not
_____	Com Whole Do	Amd	Not
_____	2nd Reading Amd	_____	
_____	3rd Reading Amd	Pass	Fail

Second House			
_____	To Com No.	_____	
_____	Stand Report Do	Amd	Not
_____	Com Whole Do	Amd	Not
_____	2nd Reading Amd	_____	
_____	3rd Reading Amd	Pass	Fail

1984

STATE OF WYOMING

84LSO-0003.01

HOUSE BILL NO. 0069

State compensation plan.

Sponsored by: Representative(s) JONES

A BILL

for

1 AN ACT to amend W.S. 9-2-1005(b)(iv) and 9-2-1022(a)  
 2 introductory paragraph and by creating a new subsection  
 3 (b) relating to the state compensation plan; providing for  
 4 a new compensation plan; reducing merit increases; provid-  
 5 ing for new longevity payments; providing for a report;  
 6 providing for an appropriation; and providing for an  
 7 effective date.

8 Be It Enacted by the Legislature of the State of Wyoming:

9 Section 1. W.S. 9-2-1005(b)(iv) and 9-2-1022(a)  
 10 introductory paragraph and by creating a new subsection

1 (b) are amended to read:

2 9-2-1005. Limitations on drawing and payment of war-  
3 rants; powers of governor; limitations thereon; assistance  
4 of state auditor, treasurer and examiner required; defini-  
5 tions; duty of joint appropriations committee as to compi-  
6 lation and transmission of agencies' budgets; restrictions  
7 on acceptance and expenditure of federal funds.

8 (b) Subject to subsection (c) of this section, the  
9 governor may:

10 (iv) ~~Notwithstanding--other--statutory--provi-~~  
11 ~~sions-or-restraints~~ SUBJECT TO W.S. 9-2-1022(b), authorize  
12 the implementation of the Jacobs Study of Personnel Clas-  
13 sification and Compensation as he deems appropriate.

14 9-2-1022. Duties of department performed through  
15 personnel division.

16 (a) SUBJECT TO SUBSECTION (b) OF THIS SECTION, the  
17 department through the personnel division shall:

18 (b) THE CURRENT STATE COMPENSATION PLAN SHALL CON-  
19 FORM TO THE FOLLOWING:

20 (i) THE PLAN SHALL PROVIDE FOR MERIT INCREASES  
21 OF SIXTEEN (16) STEPS. THE INCREMENTS BETWEEN STEPS SHALL

1 BE THREE PERCENT (3%);

2           (ii) THE PLAN SHALL ALLOW FOR ANNUAL MERIT  
3 INCREASES BASED UPON A SHOWING BY THE EMPLOYEE OF  
4 INCREASED PRODUCTIVITY OR SUPERIOR PERFORMANCE. EACH  
5 EMPLOYEE'S PRODUCTIVITY AND PERFORMANCE SHALL BE EVALUATED  
6 FOR MERIT IN AN OBJECTIVE MANNER BY HIS SUPERVISOR ON A  
7 SEMIANNUAL BASIS;

8           (iii) LONGEVITY PAYMENTS IN EFFECT ON OR  
9 BEFORE JUNE 30, 1984, SHALL CONTINUE. PAYMENTS FOR LONG-  
10 GEVITY OCCURRING ON OR AFTER JULY 1, 1984, SHALL BE MADE  
11 AT A RATE OF FIFTEEN DOLLARS (\$15.00) PER MONTH FOR EACH  
12 FIVE (5) YEARS OF SERVICE;

13           (iv) FOR EACH FISCAL YEAR BEGINNING AFTER JUNE  
14 30, 1984, SUBJECT TO RECOMMENDATIONS BY THE GOVERNOR AND  
15 APPROVAL AND FUNDING BY THE LEGISLATURE, THE BASE COMPEN-  
16 SATION PLAN MAY BE ADJUSTED BY AN AMOUNT EQUAL TO THE BASE  
17 SALARY ADJUSTMENT. THE BASE SALARY ADJUSTMENT SHALL BE  
18 EQUAL TO THE CHANGE IN THE WYOMING COST OF LIVING INDEX AS  
19 COMPUTED BY THE RESEARCH AND STATISTICS DIVISION OF THE  
20 DEPARTMENT OF ADMINISTRATION AND FISCAL CONTROL FOR THE  
21 FISCAL YEAR MOST RECENTLY CONCLUDED PRIOR TO THE BEGINNING  
22 OF EACH FISCAL YEAR. THE BASE SALARY ADJUSTMENT SHALL NOT  
23 EXCEED NINE PERCENT (9%) IN ANY FISCAL YEAR. EMPLOYEES

1 MAY BE GRANTED A BASE SALARY ADJUSTMENT BY SHOWING SATIS-  
2 FACTORY PERFORMANCE IN THEIR JOB. EACH EMPLOYEE SHALL BE  
3 EVALUATED IN AN OBJECTIVE MANNER BY HIS SUPERVISOR ON A  
4 SEMIANNUAL BASIS. ANY EMPLOYEE WHOSE JOB PERFORMANCE IS  
5 LESS THAN SATISFACTORY SHALL NOT RECEIVE THE BASE SALARY  
6 ADJUSTMENT, PROVIDED THAT UPON RECEIVING A SATISFACTORY  
7 EVALUATION DURING THE FISCAL YEAR, THE BASE SALARY ADJUST-  
8 MENT MAY BE GRANTED FOR A PORTION OF THE FISCAL YEAR.

9 Section 2. There is appropriated from the general  
10 fund one hundred eighty-four thousand dollars  
11 (\$184,000.00) to the department of administration and fis-  
12 cal control for the purpose of carrying out this act.

13 Section 3.

14 (a) No later than October 1, 1984, the administrator  
15 of the personnel division, department of administration  
16 and fiscal control, shall submit a written report to the  
17 members of the joint appropriations committee containing  
18 the following:

19 (i) The form, format and guidelines for  
20 employee evaluations under the employee compensation merit  
21 system; and

22 (ii) The plan for implementation of the

1 employee compensation merit system including a copy of the  
2 instructions given to supervisors to inform and teach them  
3 how to properly perform the employee evaluations.

4 (b) In developing the employee compensation merit  
5 system, the administrator of the personnel division,  
6 department of administration and fiscal control, shall  
7 consult with and solicit advice and assistance from  
8 employees and their respective employee representative  
9 groups.

10 Section 4. Section 1 of this act is effective June  
11 5, 1984. Sections 2 and 3 are effective immediately upon  
12 completion of all acts necessary for a bill to become law  
13 as provided by Article 4, Section 8 of the Wyoming Consti-  
14 tution.

15 (END)

FISCAL NOTE

Anticipated REVENUE to:	Fiscal Year 19	Fiscal Year 19
TOTAL ESTIMATED REVENUE		
Anticipated COST to:	Fiscal Year 19 <sup>84</sup>	Fiscal Year 19
General Fund Appropriation	\$184,000.00	
TOTAL ESTIMATED COST	\$184,000.00	

1. This bill provides for a general fund appropriation totaling \$184,000.00

2. No apparent personnel impact.