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FISCAL IMPACT STATEMENT

LS 6463
BILL NUMBER: HB 1133

NOTE PREPARED: Feb 23, 2009
BILL AMENDED:

SUBJECT: State Employee Job Evaluation System.

FIRST AUTHOR: Rep. Lawson L
FIRST SPONSOR:

BILL STATUS: 2nd Reading - 1st House

FUNDS AFFECTED: GENERAL
DEDICATED
FEDERAL

IMPACT: State

Summary of Legislation: This bill requires the Civil Rights Commission to establish a job evaluation system for the State Personnel Department to use to determine the comparable work value of the work performed by each class of state employees. It requires the State Personnel Department to submit a report containing the results of its activities to the General Assembly not later than January 1 of each odd-numbered year, beginning in 2011.

Effective Date: July 1, 2009.

Explanation of State Expenditures: *Indiana Civil Rights Commission (ICRC):* This bill requires the ICRC to develop a job evaluation system for the State Personnel Department. Additional staff time may be required. Currently, the ICRC has 6 vacant positions.

State Personnel Department (SPD): The SPD is required to use the job evaluation system established by the ICRC to determine the comparable work value of work performed by each class of state employee. The SPD must maintain and update the evaluation system in order to establish new employee classes, and to make adjustments to the factors affecting the comparable work value of existing classes. The SPD is required to submit a report to the General Assembly every odd-numbered year beginning January 1, 2011. The report must identify the pay range, average pay rate and distribution of pay rates for the following:

- (1) all female-dominated classes;
- (2) all male-dominated classes;
- (3) all sexually balanced classes (not more than 80% male or 70% female);
- (4) all racially balanced classes (not more than the percentage of a minority group in the state's population);
- (5) all race-dominated classes;

- (6) all female-dominated classes where an equitable compensation relationship does not exist; and
- (7) all race-dominated classes where an equitable compensation relationship does not exist.

It is estimated that the SPD's current level of resources should be sufficient to implement the provisions required in this bill.

Background Information - Under IC 4-15-2-2.3 "class" means a group of positions in the state classified service sufficiently similar in duties, authority, and responsibility that:

- (1) the same qualifications may reasonably be required for; and
 - (2) the same schedule of pay can be equitably applied to;
- all positions in the group.

This bill also adds to the definition of "class" a group of positions that:

- (1) have similar duties and responsibilities;
- (2) have the same general qualifications necessary to perform the duties;
- (3) use comparable selection procedures to recruit employees; and
- (4) use the same or a similar compensation schedule.

The funds and resources required by the bill could be supplied through a variety of sources, including the following: (1) existing staff and resources not currently being used to capacity; (2) existing staff and resources currently being used in another program; (3) authorized, but vacant, staff positions, including those positions that would need to be reclassified; (4) funds that, otherwise, would be reverted; or (5) new appropriations. Ultimately, the source of funds and resources required to satisfy the requirements of this bill will depend upon legislative and administrative actions.

Explanation of State Revenues:

Explanation of Local Expenditures:

Explanation of Local Revenues:

State Agencies Affected: ICRC; SPD.

Local Agencies Affected:

Information Sources: *State of Indiana HRM Detail Staffing Report, 10/31/08.*

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