

SB 424 STAFF MEASURE SUMMARY
House Committee On General Government

Carrier: Rep. Rayfield

Action Date: 05/13/21
Action: Do Pass.
Vote: 4-0-1-0
Yeas: 4 - Leif, Valderrama, Wilde, Zika
Exc: 1 - Lively
Fiscal: Fiscal impact issued
Revenue: No revenue impact
Prepared By: Caine Francis, LPRO Analyst
Meeting Dates: 5/4, 5/11, 5/13

WHAT THE MEASURE DOES:

Allows use of base pay of attorneys employed by public corporations, nonprofit organizations, public universities, cities, and counties as comparable base pay for assistant attorneys general if doing substantially similar work.

ISSUES DISCUSSED:

- Current compensation comparisons as defined in statute
- Challenges surrounding employee retention
- Compensation offered by public employers in the state

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Public employees who are represented by a union must negotiate mandatory subjects of bargaining with their employer as part of the collective bargaining process. One mandatory subject of bargaining is base pay. If there is no agreement between the parties and an arbitrator is charged with making a decision, the arbitrator must base their findings and decision on the interest and welfare of the public and several additional factors. One of these factors is a comparison of overall compensation to other employees performing similar work. Statute provides specific parameters for determining what comparable pay is for Department of State Police troopers and telecommunicators, and does not define comparable pay for assistant attorneys general.

Senate Bill 424 allows the base pay of attorneys employed by a public corporation, nonprofit organizations, public universities, cities, and counties who perform similar work to serve as a comparison for the base pay of assistant attorneys general.