

## HOUSE BILL No. 2320

By Representative Ballard

2-11

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1 AN ACT concerning public employment; relating to wage discrimination  
2 on the basis of sex; study by secretary of administration.

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4 *Be it enacted by the Legislature of the State of Kansas:*

5 Section 1. (a) The secretary of administration is hereby authorized  
6 and directed to:

7 (1) Make a study concerning whether any public employer having  
8 employees of both sexes discriminates between employees on the basis of  
9 sex by paying wages to employees at a rate less than the rate of wages paid  
10 to employees of the opposite sex for equal work, the performance of which  
11 requires equal skill, effort and responsibility, and which are performed  
12 under similar working conditions;

13 (2) develop recommendations and a plan to mitigate any such  
14 discrimination;

15 (3) review statutory and rule and regulation changes necessary to  
16 carry out such a plan;

17 (4) estimate any additional staff and positions required to implement  
18 such a plan;

19 (5) identify any steps needed for interaction with the federal  
20 government in ways that are reasonably designed to carry out the purposes  
21 of this subsection; and

22 (6) review such other matters as may be necessary in making the  
23 study.

24 (b) On or before January 11, 2016, the secretary of administration  
25 shall submit to the president of the senate, the speaker of the house of  
26 representatives, each member of the committee on commerce of the senate  
27 and each member of the committee on commerce, labor and economic  
28 development of the house of representatives a report of the secretary's  
29 findings and recommendations from the study conducted under subsection  
30 (a).

31 (c) For purposes of this section, "public employer" means the state of  
32 Kansas. "Public employee" means any employee of the state of Kansas.

33 Sec. 2. This act shall take effect and be in force from and after its  
34 publication in the statute book.