

## **Department of Planning and Budget**

### **2017 Fiscal Impact Statement**

**1. Bill Number:** HB2314

**House of Origin**    ☒ Introduced    ☐ Substitute    ☐ Engrossed

**Second House**    ☐ In Committee    ☐ Substitute    ☐ Enrolled

**2. Patron:**    Boysko

**3. Committee:** General Laws

**4. Title:**    Virginia Personnel Act; equal pay for equal work; policy of the Commonwealth.

**5. Summary:** Provides that it is the policy of the Commonwealth that there shall be no discrimination between state employees on the basis of sex by paying wages to state employees at a rate less than the rate at which it pays wages to state employees of the opposite sex for equal work on jobs, the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where such payment is made pursuant to (i) a seniority system, (ii) a merit system, (iii) a system that measures earnings by quantity or quality of production, or (iv) a differential based on any other factor other than sex. The bill also requires the Department of Human Resource Management to establish and administer a program to ensure equal pay for equal work to state employees in all incidents of employment as provided in the Virginia Personnel Act. The bill contains technical amendments.

**6. Budget Amendment Necessary:** No.

**7. No Fiscal Impact**

**8. Fiscal Implications:** None.

**9. Specific Agency or Political Subdivisions Affected:** All state agencies.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** The Department of Human Resource Management's Office of Equal Employment Services is the program responsible for ensuring equal pay for equal work to all state employees in all incidents of employment as provided in the Virginia Personnel Act.