



SPONSOR: Sen. Hansen & Sen. Brown & Sen. Gay &
Sen. S. McBride & Rep. Heffernan & Rep. Longhurst
Sens. Paradee, Pinkney, Poore, Sokola; Reps. Baumbach,
Bolden

DELAWARE STATE SENATE
151st GENERAL ASSEMBLY

SENATE CONCURRENT RESOLUTION NO. 43

DIRECTING THE SECRETARY OF THE DEPARTMENT OF HUMAN RESOURCES TO USE DEPARTMENTAL AUTHORITY THROUGH THE MERIT RULES AND THE STATE BUDGET ACT TO FOCUS CENTRALIZATION EFFORTS ACROSS STATE EXECUTIVE BRANCH AGENCIES TO EVALUATE EQUITY IN COMPENSATION AND SALARY, WITH STARTING RATES ON INITIAL APPOINTMENT AND THE ADVANCED STARTING SALARY PROCEDURE, INCLUDING IN THE CONTEXT OF RACE AND GENDER, AND ISSUE A REPORT ON PROGRESS TO THE GENERAL ASSEMBLY.

1 WHEREAS, the Department of Human Resources has been reviewing the State's compensation and salary
2 policies; and

3 WHEREAS, instructing all agencies to use the advanced starting salaries procedure under the Merit Rules to
4 evaluate every newly hired and newly promoted employee for an appropriate and equitable starting salary will help assure
5 fair and equitable treatment of State employees across the various State agencies; and

6 WHEREAS, the State previously retained an independent consulting firm to conduct a review and analysis of the
7 State's compensation and salary policies across State agencies, which resulted in the issuance of the Segal Group Inc. 2018
8 Total Compensation Study; and

9 WHEREAS, the Total Compensation Study contained key recommendations, for example, a) to consider
10 centralized control over the advanced starting salaries procedure; b) to implement a statewide policy that universally
11 acknowledges employees' prior job-related experience; and c) to require an evaluation of all starting salaries; and

12 WHEREAS, instituting a consistent equity review and analysis across State executive branch agencies through
13 centralization, developing a plan to remedy any inequities, and issuing a report from the Secretary of the Department of
14 Human Resources will lead to greater consistency in the implementation of such policies, and will provide State employees
15 with greater assurance of equitable treatment in compensation, and increase State employee satisfaction.

16 NOW, THEREFORE:

17 BE IT RESOLVED by the Senate of the 151st General Assembly of the State of Delaware, the House of
18 Representatives concurring therein, that the Secretary of the Department of Human Resources is directed to cause the
19 Department to instruct Executive agency human resources to conduct an equity review and analysis for every employee
20 new hire or new promotion across these State agencies, including whether there are gender or racial inequities, utilizing the

21 State's advanced starting salary procedure, to review the starting rate on initial appointment, and to develop a plan to
22 remedy any inequities.

23 BE IT FURTHER RESOLVED that the Secretary and the Department of Human Resources shall issue a
24 comprehensive written progress report to the General Assembly on these subjects on or before, October 30, 2021.

SYNOPSIS

This resolution directs the Secretary of the Department of Human Resources to cause the Department to instruct Executive agency human resources to conduct an equity review and analysis for every employee new hire or new promotion across State Executive Branch agencies, including whether there are gender or racial inequities, utilizing the State's advanced starting salary procedure, when reviewing the starting rate on initial appointment. The Secretary and the Department are also directed to develop a plan to remedy any inequities and issue a comprehensive written progress report to the General Assembly on or before October 30, 2021.

Author: Senator Hansen