

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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HOUSE BILL 1064

Short Title: Correct EPA Pay Inequities.

(Public)

Sponsors: Representatives Fitch; and Oldham.

Referred to: Public Employees.

April 19, 1993

A BILL TO BE ENTITLED

AN ACT TO CORRECT INEQUITIES IN THE SALARIES OF CERTAIN
EQUALLY QUALIFIED MINORITIES, FEMALES, AND WHITE MALES
EXEMPT FROM THE STATE PERSONNEL ACT WITHIN OCCUPATIONAL
CATEGORIES IN STATE EMPLOYMENT.

The General Assembly of North Carolina enacts:

Section 1. (a) The head of each State agency and department, the judicial branch,
and The University of North Carolina and its constituent institutions shall:

- (1) Identify within occupational categories salary inequities among
equally qualified State employees, excluding university faculty
members and elected officials, who are exempt from the State
Personnel Act within subgroups, specifically including minorities,
females, and white males. For the purposes of this section, a salary
inequity means a difference of at least fifteen percent (15%) between
the salaries of employees in the same job classifications whose
employment statuses are relatively equal with regard to the following
factors:

- a. Education,
- b. Related work experience,
- c. Level within the organization,
- d. Length of service, and
- e. Performance level.

- (2) Submit to the Office of State Personnel a notice of intent to correct
salary inequities in accordance with rules and procedures to be issued

1 by the State Personnel Commission for correction of salary inequities
2 among employees who are exempt from the State Personnel Act and
3 are not university faculty members or elected officials.

4 (b) The State Personnel Commission shall adopt rules and procedures for the
5 correction of salary inequities among employees who are exempt from the State
6 Personnel Act and are not university faculty members or elected officials. The head of
7 each State agency or department, the judicial branch, and The University of North
8 Carolina and its constituent institutions shall correct salary inequities identified under
9 this act in accordance with rules and procedures adopted by the Office of State
10 Personnel for the correction of salary inequities among employees who are exempt from
11 the State Personnel Act and are not university faculty members or elected officials.

12 (c) The Office of State Personnel shall submit to the Joint Legislative Committee
13 on Governmental Operations a report of salary adjustments under this act. The report
14 shall reflect by department the following data:

- 15 (1) By occupational category, the total number of requests made;
- 16 (2) The total number of adjustments made;
- 17 (3) Demographics of those persons whose salaries were adjusted; and
- 18 (4) An analysis of any salary adjustment granted by departments.

19 Sec. 2. Salary reserves of the judicial branch and affected State agencies,
20 departments, and institutions may be used to implement this act unless future
21 appropriations are made by the General Assembly for this purpose.

22 Sec. 3. The Office of State Personnel shall determine the extent of salary
23 inequities among employees exempt from the State Personnel Act who are not
24 university faculty or elected officials by July 1, 1994, and shall report the amount of
25 funds necessary to correct salary inequities in State government employment to the
26 President Pro Tempore of the Senate, the Speaker of the House of Representatives, the
27 Chairs of the House and Senate Appropriations Committees, and the Chairs of the
28 standing State Personnel Committees of the General Assembly.

29 Sec. 4. This act becomes effective July 1, 1993.