

**GENERAL ASSEMBLY OF NORTH CAROLINA**

**SESSION 1993**

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HOUSE BILL 1064  
Committee Substitute Favorable 5/6/93

Short Title: Correct EPA Pay Inequities.

(Public)

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Sponsors:

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Referred to:

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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 executive State agency and department 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.

1           (2)     Submit to the Office of State Personnel a notice of intent to correct  
2                 salary inequities in accordance with rules and procedures to be issued  
3                 by the State Personnel Commission for correction of salary inequities  
4                 among employees who are exempt from the State Personnel Act and  
5                 are not university faculty members or elected officials.

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

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

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

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

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

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