

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

H

1

HOUSE BILL 195*

Short Title: State Salary Inequities Corrected.

(Public)

Sponsors: Representatives Fitch; Colton, Hensley, Oldham, Stamey, Warner, and Wright.

Referred to: Public Employees.

February 18, 1993

A BILL TO BE ENTITLED

1 AN ACT TO CORRECT INEQUITIES IN THE SALARIES OF EQUALLY
2 QUALIFIED MINORITIES, FEMALES, AND WHITE MALES SUBJECT TO
3 THE STATE PERSONNEL ACT WITHIN OCCUPATIONAL CATEGORIES IN
4 STATE EMPLOYMENT.
5

6 The General Assembly of North Carolina enacts:

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

9 (1) Identify within occupational categories salary inequities among
10 equally qualified State employees subject to the State Personnel Act
11 within subgroups, specifically including minorities, females, and white
12 males. For the purposes of this section, a salary inequity means a
13 difference of at least fifteen percent (15%) between the salaries of
14 employees in the same job classifications whose employment statuses
15 are relatively equal with regard to the following factors:

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

21 (2) Submit a request to the Office of State Personnel to correct salary
22 inequities in accordance with regulations and procedures to be issued
23 by the State Personnel Commission.

1 (b) The State Personnel Commission shall adopt rules and procedures for the
2 implementation of this act, including but not limited to, rules to address exceptional
3 local market conditions in determining the existence of salary inequities among
4 employees.

5 (c) Beginning October 1, 1994, the Office of State Personnel, through its Equal
6 Opportunity Services Division, shall submit to the Joint Legislative Committee on
7 Governmental Operations a quarterly report of salary adjustments made under this
8 section. The report shall reflect by department the following data:

9 (1) By occupational category, the total number of requests made;

10 (2) The total number of adjustments made;

11 (3) Demographics of those persons whose salaries were adjusted; and

12 (4) An analysis of any salary adjustment granted by departments.

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

16 Sec. 3. The Office of State Personnel, through its Equal Opportunity Services
17 Division, shall determine the extent of salary inequities among employees subject to the
18 State Personnel Act by April 1, 1995, and shall report the amount of funds necessary to
19 correct salary inequities in State government employment to the President Pro Tempore
20 of the Senate, the Speaker of the House of Representatives, the Chairs of the House and
21 Senate Appropriations Committees, and the Chairs of the standing State Personnel
22 Committees of the General Assembly.

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