

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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HOUSE BILL 1064

Short Title: Correct EPA Pay Inequities.

(Public)

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Sponsors: Representatives Fitch; and Oldham.

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Referred to: Public Employees.

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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 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.