

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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HOUSE BILL 1218
Committee Substitute Favorable 5/10/89

Short Title: Correct State Salary Inequities.

(Public)

Sponsors:

Referred to:

April 12, 1989

A BILL TO BE ENTITLED
AN ACT TO CORRECT INEQUITIES IN SALARIES FOR EQUALLY QUALIFIED
MINORITIES, FEMALES, AND WHITE MALES WITHIN OCCUPATIONAL
CATEGORIES IN STATE EMPLOYMENT.

The General Assembly of North Carolina enacts:

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

- (1) Identify salary inequities among equally qualified State employees within subgroups, specifically including minorities, females, and white males, within occupational categories comparing the following predetermined factors:
 - a. Education,
 - b. Related work experience,
 - c. Level within the organization,
 - d. Length of service, and
- (2) Submit appropriate forms to correct these salary inequities to the Office of State Personnel for processing.

The Office of State Personnel shall correct these salary inequities; and shall submit a quarterly report on the salary adjustments to the Joint Legislative Committee on Governmental Operations and the Committee on Public Employees. The report shall reflect by department data:

- a. The total number of requests made by occupational category;

- 1 b. The total number of adjustments made; and
2 c. Demographics.

3 (b) The provisions of subsection (a) of this section do not apply to members,
4 officers, and employees of the General Assembly and the officers and employees of the
5 Judicial Department.

6 Sec. 2. For the purpose of this act, a salary inequity shall be defined as
7 follows: A difference of at least 10 percent (10%) between salaries of employees in the
8 same or similar job classifications whose employment statuses are relatively equal with
9 regard to the predetermined factors contained in this act.

10 Sec. 3. The Office of State Personnel shall take the necessary steps to
11 implement the provisions of this act.

12 Sec. 4. Salary reserves may be used to carry out the provisions of this act.

13 Sec. 5. This act shall become effective July 1, 1989.