

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

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SENATE JOINT RESOLUTION 839

Sponsors: Senators Martin of Guilford; Conder, Hunt, Marvin, and Richardson.

Referred to: Appropriations.

April 29, 1991

1 A JOINT RESOLUTION AUTHORIZING THE LEGISLATIVE RESEARCH
2 COMMISSION TO STUDY INEQUITIES IN THE SALARIES OF EQUALLY
3 QUALIFIED MINORITIES, FEMALES, AND NONMINORITY MALES WITHIN
4 OCCUPATIONAL CATEGORIES IN STATE EMPLOYMENT.

5 Whereas, the employees of the State perform duties necessary for the efficient
6 and effective functioning of State government; and

7 Whereas, maintaining a well qualified State employee work force benefits the
8 people of the State; and

9 Whereas, in order to maintain a well-qualified work force, the State must
10 compensate its employees fairly; and

11 Whereas, inequities in pay among equally qualified State employees would
12 be adverse to employee morale, efficiency, and effectiveness; and

13 Whereas, legislation to correct pay inequities among State employees may be
14 necessary to assure the efficient and effective functioning of State government;

15 Now, therefore, be it resolved by the Senate, the House of Representatives concurring:

16 Section 1. The Legislative Research Commission may:

17 (1) Examine within occupational categories salary inequities among
18 equally qualified State employees within subgroups, specifically
19 including minorities, females, and nonminority males.

20 (2) Study the costs and benefits of correcting salary inequities among
21 State employees.

22 Sec. 2. For the purposes of this resolution:

- 1 (1) " Salary inequity" means a difference of at least ten percent (10%)
2 between the salaries of employees in the same job classifications and
3 whose employment statuses are relatively equal with regard to the
4 following factors:
5 a. Education,
6 b. Related work experience,
7 c. Level within the organization,
8 d. Length of service, and
9 e. Performance level.
- 10 (2) " State employee" means an employee of any State agency, State
11 department, or The University of North Carolina.
- 12 Sec. 3. The Office of State Personnel of the Department of Administration
13 shall provide to the Legislative Research Commission personnel information and data
14 necessary for the study of State employee salary inequities. All other State agencies,
15 State departments, and The University of North Carolina shall cooperate with the
16 Legislative Research Commission to the fullest extent possible in accordance with G.S.
17 120-30.15.
- 18 Sec. 4. The Legislative Research Commission may make an interim report,
19 including any recommendations, to the 1991 General Assembly, 1992 Session, and a
20 final report to the 1993 General Assembly.
- 21 Sec. 5. This resolution is effective upon ratification.