

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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HOUSE BILL 1065
Committee Substitute Favorable 5/6/93

Short Title: Correct G.A. Pay Inequities.

(Public)

Sponsors:

Referred to:

April 19, 1993

A BILL TO BE ENTITLED

AN ACT TO CORRECT INEQUITIES IN THE SALARIES OF EQUALLY
QUALIFIED MINORITIES, FEMALES, AND WHITE MALES EMPLOYED BY
THE NORTH CAROLINA GENERAL ASSEMBLY AND THE JUDICIAL
DEPARTMENT.

The General Assembly of North Carolina enacts:

Section 1. (a) The administrative officer of the General Assembly shall:

- (1) Identify within occupational categories salary inequities among equally qualified employees of the General Assembly 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 a request to the Legislative Services Commission to correct salary inequities.

(b) The administrative officer of the General Assembly shall determine the extent of salary inequities among employees of the General Assembly by July 1, 1994, and

1 shall report the amount of funds necessary to correct salary inequities to the Legislative
2 Services Commission.

3 (c) The administrative officer of the General Assembly shall submit to the
4 Legislative Services Commission a report of salary adjustments under this act. The
5 report shall reflect by division the following data:

- 6 (1) By occupational category, the total number of requests made;
- 7 (2) The total number of adjustments made; and
- 8 (3) Demographics of those persons whose salaries were adjusted.

9 Sec. 2. (a) The Personnel Services Administrator of the Administrative Office
10 of the Courts shall:

11 (1) Identify within occupational categories salary inequities among
12 equally qualified employees of the Judicial Branch, excluding elected
13 officials and any employees whose salary rates or ranges are set by the
14 General Assembly, within subgroups, specifically including minorities,
15 females, and white males. For the purposes of this section, a salary
16 inequity means a difference of at least fifteen percent (15%) between
17 the salaries of employees in the same job classifications whose
18 employment statuses are relatively equal with regard to the following
19 factors:

- 20 a. Education,
- 21 b. Related work experience,
- 22 c. Level within the organization,
- 23 d. Length of service, and
- 24 e. Performance level.

25 (2) Submit a request to the Administrative Officer of the Courts to correct
26 salary inequities.

27 (b) The Administrative Officer of the Courts shall determine the extent of salary
28 inequities among employees of the Judicial Branch by July 1, 1994, and shall report the
29 amount of funds necessary to correct salary inequities to the President Pro Tempore of
30 the Senate, the Speaker of the House of Representatives, the Chairs of the House and
31 Senate Appropriations Committees, and the Chairs of the standing State Personnel
32 Committees of the General Personnel Committees of the General Assembly.

33 (c) The Administrative Officer of the Courts shall submit to the Joint Legislative
34 Committee on Governmental Operations a report of salary adjustments under this act.
35 The report shall reflect by division the following data:

- 36 (1) By occupational category, the total number of requests made;
- 37 (2) The total number of adjustments made;
- 38 (3) Demographics of those persons whose salaries were adjusted; and
- 39 (4) An analysis of any salary adjustment granted.

40 (d) Salary reserves of the Judicial Department may be used to implement this act
41 unless future appropriations are made by the General Assembly for this purpose.

42 Sec. 3. This act becomes effective July 1, 1993.