

**GENERAL ASSEMBLY OF NORTH CAROLINA**

**SESSION 1991**

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**HOUSE BILL 957**

Short Title: State Salary Inequities Corrected.

(Public)

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Sponsors: Representatives Fitch; and H. Hunter.

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Referred to: Public Employees.

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April 19, 1991

A BILL TO BE ENTITLED

AN ACT TO CORRECT INEQUITIES IN THE SALARIES OF 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 and its constituent institutions shall:

- (1) Identify within occupational categories salary inequities among  
equally qualified State employees within subgroups, specifically  
including minorities, females, and white males. For the purposes of  
this section, a salary inequity means a difference of at least ten percent  
(10%) 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 Office of State Personnel, Department of  
Administration, to correct salary inequities in accordance with  
regulations and procedures to be issued by the State Personnel  
Commission.

1 (b) Beginning October 1, 1991, the Office of State Personnel, through its Equal  
2 Opportunity Services Division, shall submit to the Joint Legislative Committee on  
3 Governmental Operations, and the Joint Legislative Committee on Public Employees, a  
4 quarterly report of salary adjustments made under this section. The report shall reflect  
5 by department the following data:

- 6 (1) By occupational category, the total number of requests made;
- 7 (2) The total number of adjustments made;
- 8 (3) Demographics of those persons whose salaries were adjusted; and
- 9 (4) An analysis of any action taken by departments.

10 (c) The provisions of this section do not apply to members, officers, and  
11 employees of the Judicial Department or General Assembly.

12 Sec. 2. The Office of State Personnel shall take, through its Equal  
13 Opportunity Services Division, all actions necessary to implement the provisions of this  
14 act and shall designate an Equal Opportunity Services Division Liaison to oversee the  
15 salary allocation requests from each department for approval by the Office of State  
16 Personnel of new hires, promotions, demotions, and relocations to assure internal  
17 departmental salary equity.

18 Sec. 3. Salary reserves of the affected State agencies, departments, and  
19 institutions shall be used to implement this act unless future appropriations are made by  
20 the General Assembly for this purpose.

21 Sec. 4. The Office of State Personnel, through its Equal Opportunity Services  
22 Division, shall determine the extent of salary inequities within State government and, by  
23 April 1, 1992, shall report the amount of funds necessary to correct salary inequities in  
24 State government employment to the President Pro Tempore of the Senate, the Speaker  
25 of the House of Representatives, the Chairs of the House and Senate Appropriation  
26 Committees, and the chairs of the standing State personnel committees of the General  
27 Assembly.

28 Sec. 5. This act becomes effective July 1, 1991.