

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

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HOUSE BILL 957
Committee Substitute Favorable 6/19/91

Short Title: State Salary Inequities LRC.

(Public)

Sponsors:

Referred to:

April 19, 1991

A BILL TO BE ENTITLED

1 AN ACT TO AUTHORIZE THE LEGISLATIVE RESEARCH COMMISSION TO
2 IDENTIFY AND STUDY INEQUITIES IN THE SALARIES OF EQUALLY
3 QUALIFIED MINORITIES, FEMALES, AND WHITE MALES WITHIN
4 OCCUPATIONAL CATEGORIES IN STATE EMPLOYMENT.
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6 The General Assembly of North Carolina enacts:

7 Section 1. The Legislative Research Commission may identify and study
8 salary inequities within occupational categories among equally qualified State
9 employees within subgroups, specifically including minorities, females, and white
10 males. For the purposes of this study, a salary inequity means a difference of at least
11 ten percent (10%) between the salaries of employees in the same job classifications
12 whose employment statuses are relatively equal with regard to the following factors:

- 13 (1) Education,
- 14 (2) Related work experience,
- 15 (3) Level within the organization,
- 16 (4) Length of service, and
- 17 (5) Performance level.

18 Sec. 2. The Legislative Research Commission may make an interim report,
19 including any recommendations, to the 1991 General Assembly, Regular Session 1992,
20 and a final report to the 1993 General Assembly.

21 Sec. 3. This act becomes effective July 1, 1991.