

March 31, 2005

**H 1022. FAIR PAY IN STATE GOV'T/MANAGERS ACCOUNTABLE. ADDRESSING FAIR PAY IN STATE GOVERNMENT EMPLOYMENT BY REQUIRING MANAGEMENT ACCOUNTABILITY FOR PAY-RELATED PERSONNEL DECISIONS.**

Enacts a new GS 126-7.3 requiring that decisions regarding salary administration adjustments for State employees must include considerations of wage equity, that decisions creating inequities must be justified in writing, and that pay disparities must be documented, and encouraging managers to lessen disparities. Act also requires conformity with fair pay law and policies, training and evaluation of managers and supervisors, and consequences for failure to comply. Amends GS 126-4 (powers and duties of State Personnel Comm'n) to require certain policies and procedures related to gender and race-related compensation issues and to new GS 126-7.3, and to require policies and procedures governing studies to address any pay disparities for State government jobs. Amends GS 126-7, adding a new subsection providing that the annual compensation report shall include any disparities in various occupational groups and make recommendations to correct those disparities. Amends GS 126-16, adding a new subsection requiring State agencies and The University of North Carolina to strive for diversity in all occupational categories, take positive approaches, and implement best personnel practices to ensure equal opportunity, prevent discrimination, promote fairness, and support an inclusive environment.

**Intro. by Ross, B. Allen, Weiss, Coleman.**

Ref. to State Personnel

GS 126

May 2, 2005

**H 1022. FAIR PAY IN STATE GOV'T/MANAGERS ACCOUNTABLE.** Intro. 3/31/05. House committee substitute makes the following changes to 1st edition. Modifies proposed GS 126-7.3(c) to replace definition of "similar jobs" with provision listing factors to be used in considering wage equity. Makes technical change.