

NORTH CAROLINA GENERAL ASSEMBLY
1973 SESSION

CHAPTER 1479
HOUSE BILL 2118

AN ACT TO CORRECT SALARY INEQUITIES OF SECRETARIES EMPLOYED IN
COUNTY AGRICULTURAL EXTENSION SERVICE OFFICES.

Whereas, the secretaries employed in the 100 County Agricultural Extension Service Offices in North Carolina are an essential part of the program of the North Carolina Agricultural Extension Service; and

Whereas, these secretarial positions have never been included under the classification program of the State Personnel Act because salary funds supporting these positions have been traditionally shared by both state and county government; and

Whereas, although in recent years the State has appropriated funds each year to the North Carolina Agricultural Extension Service to provide across the board salary increases on the portion of their salary coming from State Funds equal to the salary increases granted all State employees; but

Whereas, the State has never appropriated funds to the North Carolina Agricultural Extension Service to provide the State's portion of annual automatic and/or merit salary increases as provided for State employees covered by the State Personnel Act; and

Whereas, this has resulted in a salary schedule for these secretaries that is considerably lower than salaries paid to secretaries employed in other State agencies in that county; and

Whereas, the Office of State Personnel, in cooperation with the County Commissioners in each of the 100 counties, has established a salary plan level for local competitive service agencies - Public Health, Mental Health, Social Services and Civil Defense; and

Whereas, the nature of the work performed by the secretaries in the County Agricultural Extension Service Offices is comparable to that of secretaries in these local competitive service agencies and should, therefore, be comparable in salary; but

Whereas, because of reasons cited above, the average salary received by the county secretaries of the North Carolina Agricultural Extension Service is often significantly lower than their counterparts in the competitive service agencies in that same county; Now, therefore,

The General Assembly of North Carolina enacts:

Section 1. There is hereby appropriated from the General Fund of the State of North Carolina, in addition to all other appropriations, to the North Carolina Agricultural Extension Service at North Carolina State University the sum of seventy-one thousand three hundred ninety-one dollars (\$71,391) for the fiscal year beginning July 1, 1974, and ensuing years for the purpose of adjusting present salaries of the county secretaries of the North Carolina Agricultural Extension Service to eliminate present salary inequities. Using the Standard Pay Plan, established for each county by the Office of State Personnel, the salaries of all county secretaries will be brought up to at least the starting salary of the appropriate salary grade for their position. The above appropriation will provide sufficient funds for the State to provide its share of the monies needed to make these adjustments. The County Commissioners may provide the remainder of the funds needed to adjust the salaries in their respective county.

Those secretaries who have been employed for one year as of July 1, 1974, will have their salaries adjusted so that it is equal to the second step in their salary grade range. Those secretaries who have been employed two or more years will have their salaries adjusted so that it is equal to the third step in their salary grade range.

Sec. 2. There is hereby appropriated from the General Fund of the State of North Carolina, in addition to all other appropriations, to the North Carolina Agricultural Extension Service at North Carolina State University the sum of two thousand four hundred thirty -eight dollars (\$2,438) for the fiscal year beginning July 1, 1974, and ensuing years to provide the State's portion of funds needed to provide automatic salary increases for those secretaries in Steps 1 and 2 of their appropriate salary grades.

Sec. 3. There is hereby appropriated from the General Fund of the State of North Carolina, in addition to all other appropriations, to the North Carolina Agricultural Extension Service at North Carolina State University the sum of fourteen thousand four hundred twenty dollars (\$14,420) for the fiscal year beginning July 1, 1974, and ensuing years to provide the State's portion of funds needed to provide merit salary increases to two-thirds of those secretaries who are eligible and recommended by their appropriate supervisor.

Sec. 4. The North Carolina Agricultural Extension Service shall handle and coordinate the administration and expenditure of all funds appropriated by this action and for the purposes herein designated shall be accounted for and reported to the accounting office to which the appropriation is made as herein set forth.

Sec. 5. This act shall become effective July 1, 1974.

In the General Assembly read three times and ratified, this the 13th day of April, 1974.