

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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HOUSE BILL 373
Committee Substitute Favorable 4/29/93

Short Title: GPAC-Employee Classifications/Compensation.

(Public)

Sponsors:

Referred to:

February 25, 1993

A BILL TO BE ENTITLED

AN ACT TO IMPLEMENT THE RECOMMENDATIONS OF THE GOVERNMENT
PERFORMANCE AUDIT COMMITTEE REGARDING EMPLOYEE
CLASSIFICATIONS AND COMPENSATION.

The General Assembly of North Carolina enacts:

—STATE EMP. CLASSIFICATION/FUNDS.

Section 1. (a) Article 1 of Chapter 126 of the General Statutes is amended by adding a new section to read:

"§ 126-4.1. State employee classifications system.

(a) The Office of State Personnel shall study employee job classifications and implement a revised classification system that is coordinated as an integral part of the compensation system for State employees.

(b) The classification and compensation study conducted by the Office of State Personnel shall include the development and implementation of the following study components: job descriptions, and external and internal job evaluations. The classification study shall determine which State jobs are paid below, at, or above the competitive private market rates.

(c) The Office of State Personnel shall conduct an ongoing review of the State employee classification system to facilitate the consolidation of titles within classes, the creation of generic job titles, and the provision of dual career tracks to provide employees with opportunities for vertical growth in nonmanagement positions."

(b) There is appropriated from the General Fund to the Office of State Personnel the sum of two hundred twenty-five thousand dollars (\$225,000) for the 1993-94 fiscal

1 year and the sum of two hundred twenty-five thousand dollars (\$225,000) for the 1994-
2 95 fiscal year for implementation of the review of the State employee classification
3 system. The Office of State Personnel shall complete the classification study within no
4 more than 24 months.

5 (c) Subsection (a) of this section is effective upon ratification. Subsection (b) of
6 this section becomes effective July 1, 1993.

7 —EXPAND HP MERIT PAY TO INCLUDE SBI AGENTS.

8 Sec. 2. (a) G. S. 114-13 reads as rewritten:

9 **"§ 114-13. Director of the Bureau; personnel.**

10 (a) The Attorney General shall appoint a Director of the Bureau of Investigation,
11 who shall serve at the will of the Attorney General, and whose salary shall be fixed by
12 ~~the Department of Administration under G.S. 143-36 et seq. He may further under the State~~
13 Personnel Act. The Attorney General may appoint a sufficient number of assistants and
14 stenographic and clerical help, who shall be competent and qualified to do the work of the
15 Bureau.—help. The salaries of such assistants shall be fixed by the Department of
16 Administration under G.S. 143-36 et seq. under the State Personnel Act. The salaries of
17 clerical and stenographic help shall be the same as now provided for similar employees
18 in other State departments and bureaus.

19 (b) Notwithstanding subsection (a) of this section, G.S. 126-7 shall not apply to
20 sworn agents of the Bureau. Agents shall be subject to salary classes, ranges, and
21 longevity pay for service as are applicable to other State employees generally.
22 Beginning July 1, 1993, and annually thereafter, each agent shall be granted a salary
23 increase of five percent (5%), not to exceed the maximum of each applicable salary
24 range."

25 (b) This section becomes effective July 1, 1993.

26 Sec. 3. This act becomes effective as provided herein.