

North Carolina Department of Labor – Efficiencies, Reorganizations, and Modifications Report

Citation of Law or Resolution:	S.L.2014-100
Section Number:	Section 14.2A.(a)
Due Date:	Dec. 1, 2014
Submission Date:	Dec. 1, 2014

Receiving Entities:

The House Appropriations Subcommittee on Natural and Economic Resources
The Senate Appropriations Committee on Natural and Economic Resources
The Fiscal Research Division

Submitting Entity:

The North Carolina Department of Labor

Introduction

Pursuant to S.L. 2014-100, Section 14.2A.(a), the N.C. Department of Labor submits the following information regarding reorganizations, modifications to assignments or duties, or transfers of departmental functions or positions between fund codes that have occurred during the current biennium.

While the department has not undertaken any significant mergers or reorganizations, it has engaged in one small pilot program that resulted in minor modifications to job duties and has eliminated positions and shifted positions to alternate funding sources as a result of general fund budget reductions.

Reorganizations, Modifications, and Transfers of Functions/Positions

I. **Wage and Hour Bureau (WHB) and Employment Discrimination Bureau (EDB) Pilot Program (Modifications to assignments or duties)**

Description: The WHB and the EDB are two distinct bureaus under the department's Standards and Inspections Division, each with the responsibility of enforcing separate laws under Chapter 95 of the N.C. General Statutes. The department initiated a pilot project in early 2014 to create a new job title, Labor Standards Investigator (LSI), which combines the duties of a WHB Investigator and an EDB Investigator. So far, four existing positions under the WHB have been converted to LSI's. Additionally, two EDB positions have been transferred to the WHB and converted to Wage and Hour Investigators. The purpose of the pilot program is to help determine whether efficiencies could result from merging the two bureaus in the future, resulting in all investigative staff from both bureaus becoming fully cross-trained LSI's.

Effective date: April 1, 2014

Positions eliminated: None

Positions transferred among divisions, sections, or programs: Two EDB positions (60013060 and 60013057) transferred to WHB.

New divisions, sections, and programs established: Not applicable

Organizational charts: See attachments with position changes noted.

Attachment A: Wage and Hour Bureau organizational chart dated March 12, 2014 (prior to initiation of pilot project)

Attachment B: Employment Discrimination Bureau organizational chart dated March 14, 2014 (prior to initiation of pilot project)

Attachment C: Wage and Hour Bureau organizational chart dated November 26, 2014 (after initiation of pilot project)

Attachment D: Employment Discrimination Bureau organizational chart dated September 26, 2014 (after initiation of pilot project)

Divisions, sections, and programs unaffected by the reorganization or modification: No other divisions within the department were affected by this pilot project.

Resulting cost-savings: Not applicable

Explanation of improvements in the department's capability to manage programs and carry out its mission: The pilot program has not been underway long enough to adequately evaluate its impact on the two bureaus' effectiveness.

Identification of obsolete or overlapping activities: Not applicable

II. **Position Eliminations and Transfers**

Description: Pursuant to S.L. 2014-100 and the Joint Conference Committee Report on the Continuation, Expansion, and Capital Budgets dated July 30, 2014, the department experienced a Management Flexibility Reduction of \$500,000 to its general fund appropriation. To meet this required reduction, the department eliminated two vacant positions and shifted funding sources for three positions.

Effective date: July 1, 2014

Positions eliminated: (1) 60013205 (Industrial Hygiene Inspector)
(2) 60013122 (Industrial Hygiene Inspector)

Positions transferred among divisions, sections, or programs:

- (1) 60013029 (Processing Assistant V) – Fund shift 50% from general fund appropriations to receipts
- (2) 60012965 (Administrative Assistant) – Fund shift 100% from general fund appropriations to receipts
- (3) 60012964 (Mine & Quarry Bureau Chief) – Fund shift 40% from general fund appropriations to receipts

New divisions, sections, and programs established: Not applicable

Organizational charts: Not applicable

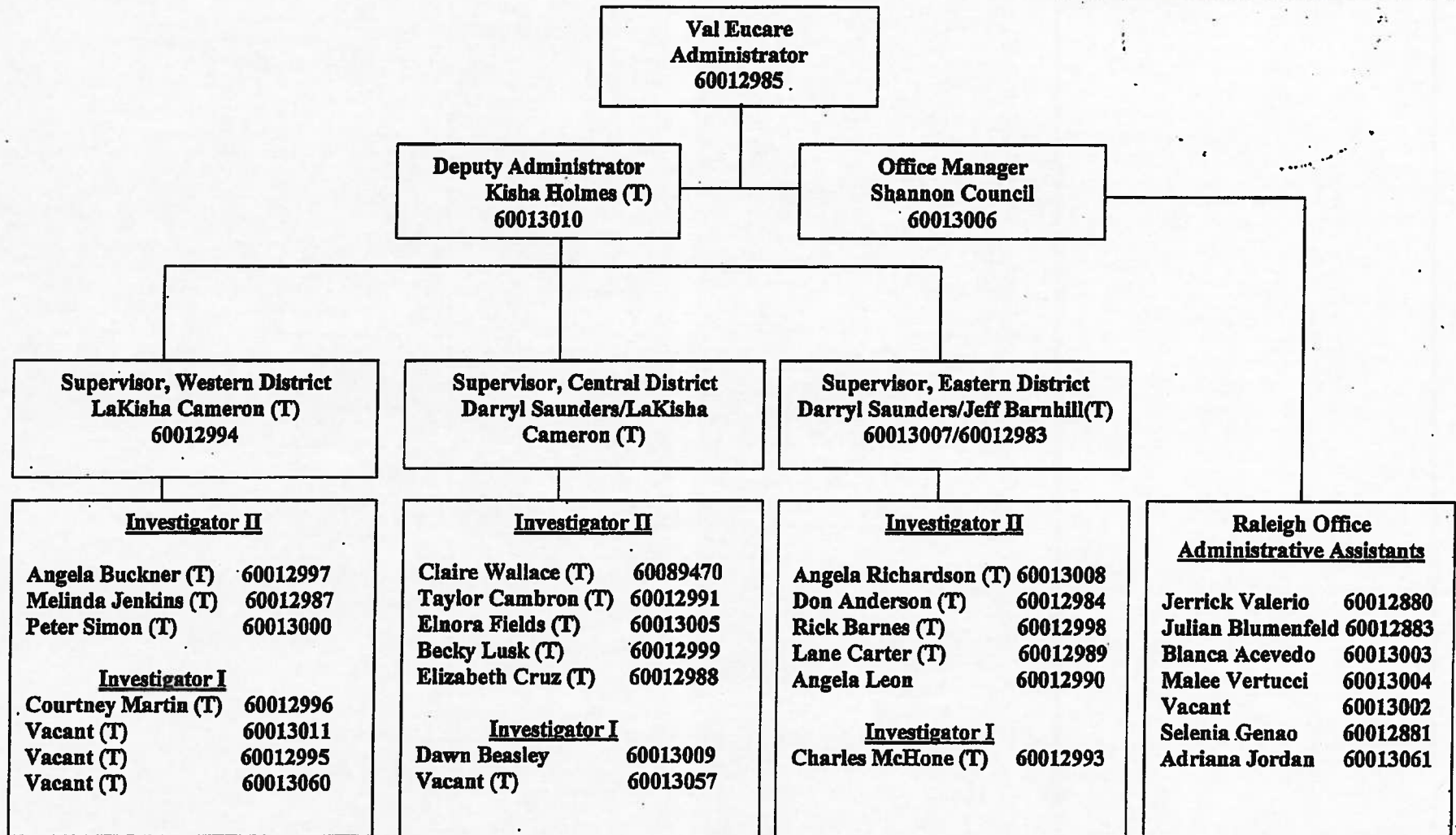
Divisions, sections, and programs unaffected by the reorganization or modification: No other divisions within the department were affected by this reduction.

Resulting cost-savings: Cumulative cost savings of \$500,000 to the state general fund.

Explanation of improvements in the department's capability to manage programs and carry out its mission: Not applicable

**WAGE AND HOUR BUREAU
Organizational Chart
Unit #20001464**

Administrator: *Valentine Eucare III*
Chief of Staff: *Butt, D.*
Date: March 12, 2014

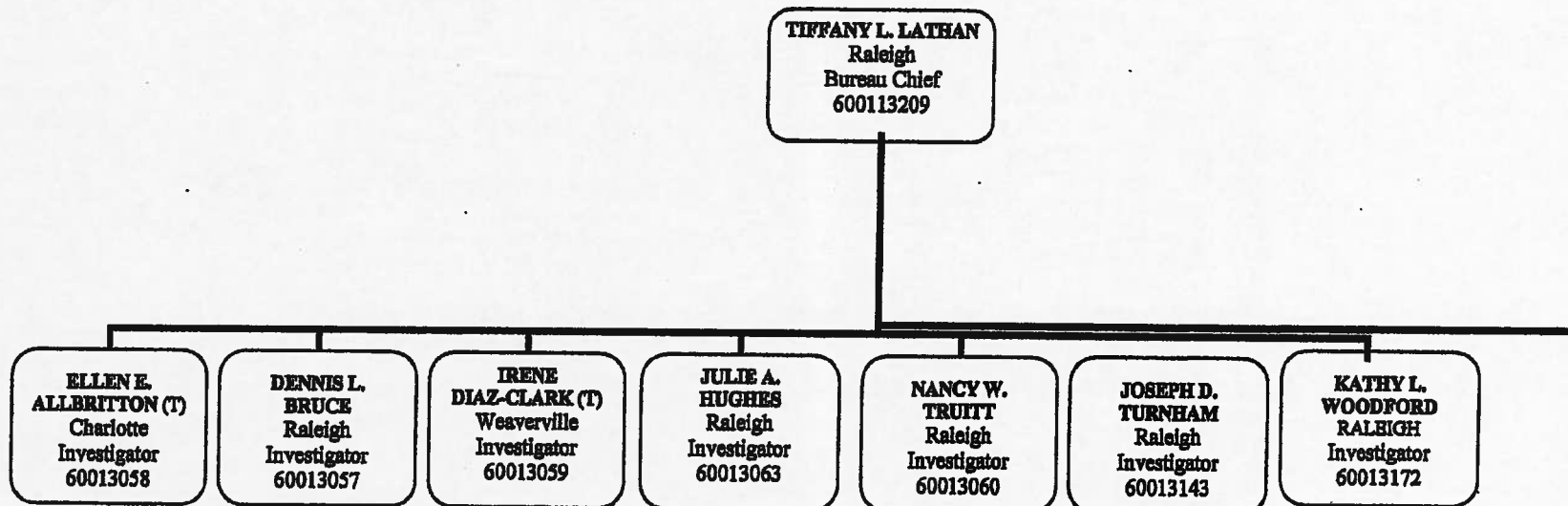


of Positions: 33
of Employees: 29
of Tele-workers: 22

**NORTH CAROLINA DEPARTMENT OF LABOR
EMPLOYMENT DISCRIMINATION BUREAU
ORGANIZATIONAL CHART
Unit # 20001471**

Tiffany Lathan
Bureau Chief
Art Butts
Chief of Staff

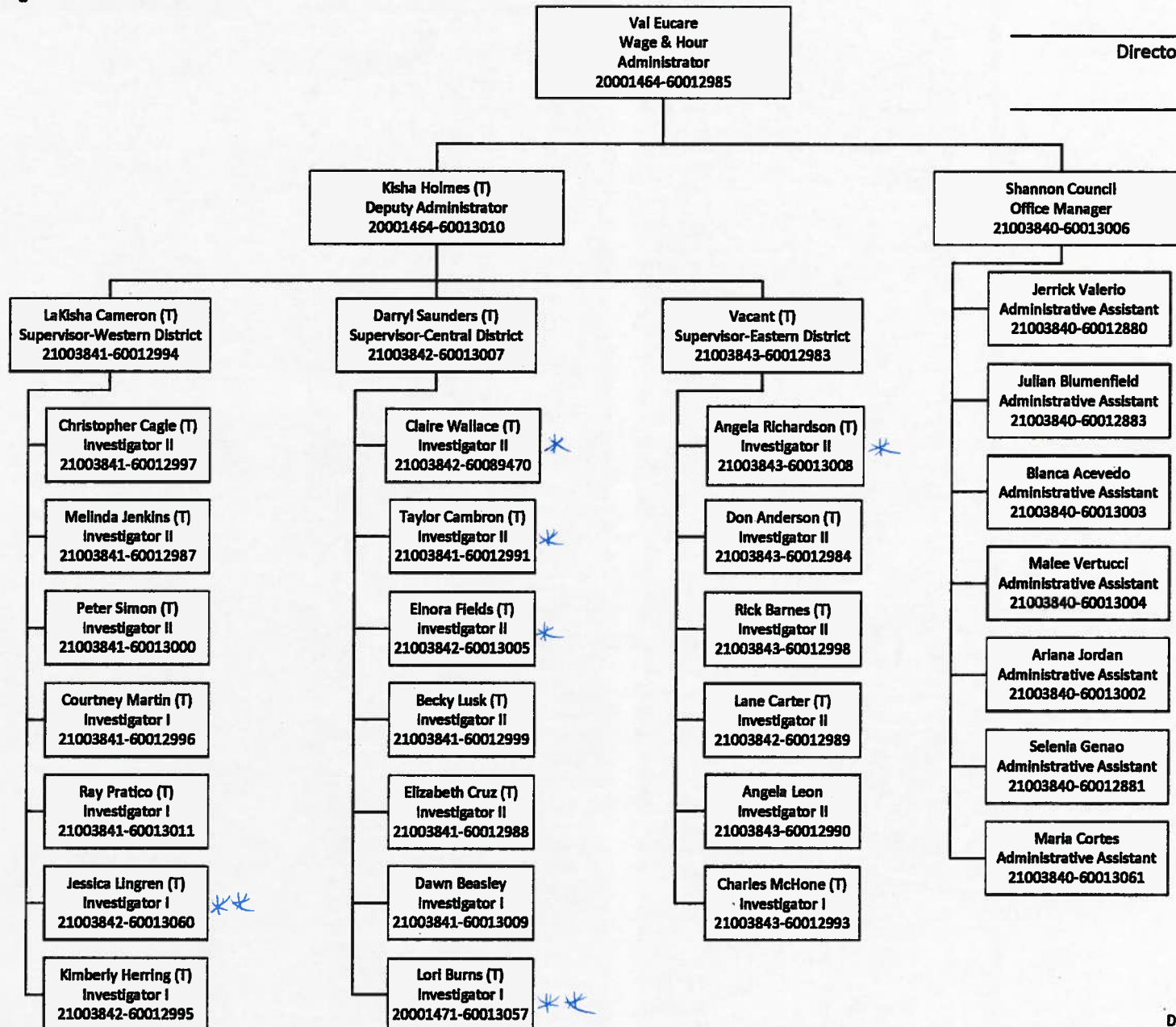
Date: March 14, 2014



Number of Employees: 8
Number of Positions: 8
Number of Tele-workers: 2
Vacant: 0

Attachment C * = Labor Standards Investigator positions
 ** = Positions transferred from Employment Discrimination Bureau

NC Department of Labor
 Wage & Hour Bureau



Chief of Staff

Director/Bureau Chief

Date

33 positions
 32 employees
 22 teleworkers

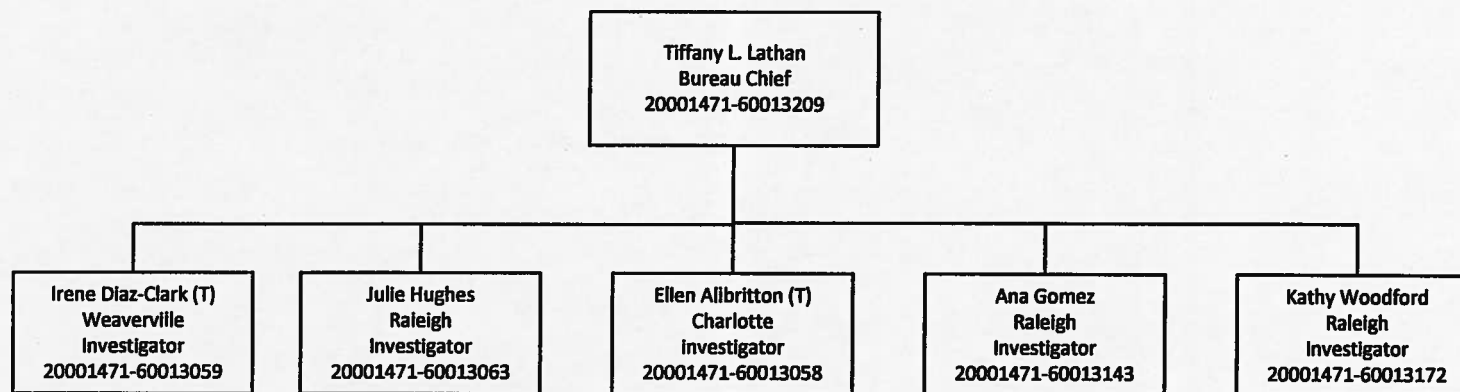
Division/Bureau: Wage & Hour
 Document Name: Wage & Hour 2014
 Date Revised: 11/26/14
 Document Owner: Angela Hamilton

NC Department of Labor
Employment Discrimination Bureau

Chief of Staff

Director/Bureau Chief

Date



7 positions
5 employees
2 teleworkers

Division/Bureau: Employment Discrimination Bureau
Document Name: EDB 2014
Date Revised: 09/26/2014
Document Owner: Angela Hamilton