

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

S

1

SENATE BILL 310

Short Title: GPAC/State Emp. Classification/Funds.

(Public)

---

Sponsors: Senator Martin of Guilford.

---

Referred to: Government Performance Audit.

---

February 22, 1993

1 A BILL TO BE ENTITLED  
2 AN ACT TO IMPLEMENT RECOMMENDATIONS OF THE GOVERNMENT  
3 PERFORMANCE AUDIT COMMITTEE CONCERNING THE  
4 CLASSIFICATION OF STATE EMPLOYEES AND TO APPROPRIATE FUNDS  
5 TO IMPLEMENT THE CLASSIFICATION RECOMMENDATIONS.

6 The General Assembly of North Carolina enacts:

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

9 "**§ 126-4.1. State employee classifications system.**

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

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

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

22 Sec. 2. There is appropriated from the General Fund to the Office of State  
23 Personnel the sum of two hundred twenty-five thousand dollars (\$225,000) for the  
24 1993-94 fiscal year and the sum of two hundred twenty-five thousand dollars

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

4           Sec. 3. Section 1 of this act is effective upon ratification. Section 2 of this  
5 act becomes effective July 1, 1993.