

North Carolina Office of State Human Resources



Annual Report on State Government Equal Employment Opportunity

Data for calendar year 2013

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State Human Resources Act (SHRA) Employee Demographic Snap-Shot (12/31/13)

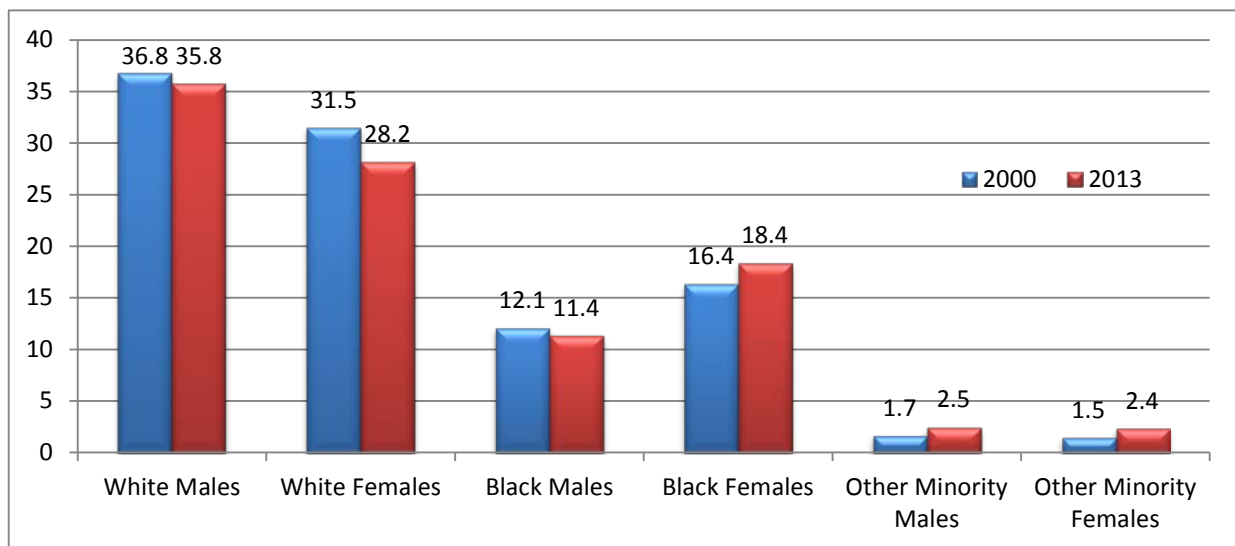
Employees	Number/Percent of Employees
Total # of Employees	86,451
Agencies	64,673 (75%)
Universities	21,778 (25%)
Average Annual Salary	\$42,371
Average Age	46
<u>Age</u>	
Less than 20	0.04%
Age 20 – 29	9%
Age 30 – 39	20%
Age 40 - 49	30%
Age 50 – 59	30%
Age 60+	11%
<u>Education Levels</u>	
Less Than High School	2%
High School +	42%
Associate Degree	11%
Bachelor Degree	25%
Masters Degree or Greater	9%
Unknown	11%
<u>Gender</u>	
Male	50%
Female	49%
<u>Race/Ethnicity</u>	
White Male	36%
White Female	28%
Black Male	11%
Black Female	18%
Hispanic Male	0.7%
Hispanic Female	0.7%
Asian Male	0.9%
Asian Female	1.1%
American Indian Male	0.9%
American Indian Female	0.6%
Ethnicity Unknown	1.2%
	<i>% are rounded</i>

Workforce Representation:

The State of North Carolina reported 86,451 full-time, permanent SHRA employees as of December 31, 2013. This represents a decrease of 1,514 (-1.7%) since 2012. For statistical purposes, employees reporting “ethnicity unknown” have been included in the overall total in 2012 and 2013.

Workforce	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Eth. Unk.	TOTAL	Disabled
Agency	24,735 38.2%	16,666 25.8%	7,860 12.2%	12,356 19.1%	1,528 2.4%	1,122 1.7%	406 0.6%	64,673	1,066
University	6,250 28.7%	7,710 35.4%	2,001 9.2%	3,555 16.3%	646 3.0%	971 4.5%	645 3.0%	21,778	92
TOTAL	30,985 35.8%	24,376 28.2%	9,861 11.4%	15,911 18.4%	2,174 2.5%	2,093 2.4%	1,051 1.2%	86,451	1,158
<i>Previous Total - 2012</i>	31,784 36.1%	25,478 29.0%	10,006 11.4%	15,778 17.9%	2,160 2.4%	2,089 2.4%	670 0.8%	87,965	1,237
<i>Previous Total - 2011</i>	31,851 36.3%	25,482 29.0%	10,192 11.6%	16,128 18.4%	2,089 2.4%	1,993 2.3%		87,735	
<i>Previous Total - 2010</i>	33,001 36.3%	26,768 29.4%	10,476 11.5%	16,548 18.2%	2,120 2.3%	2,037 2.2%		90,950	

Total State Representation by Demographic Group (2000 and 2013)

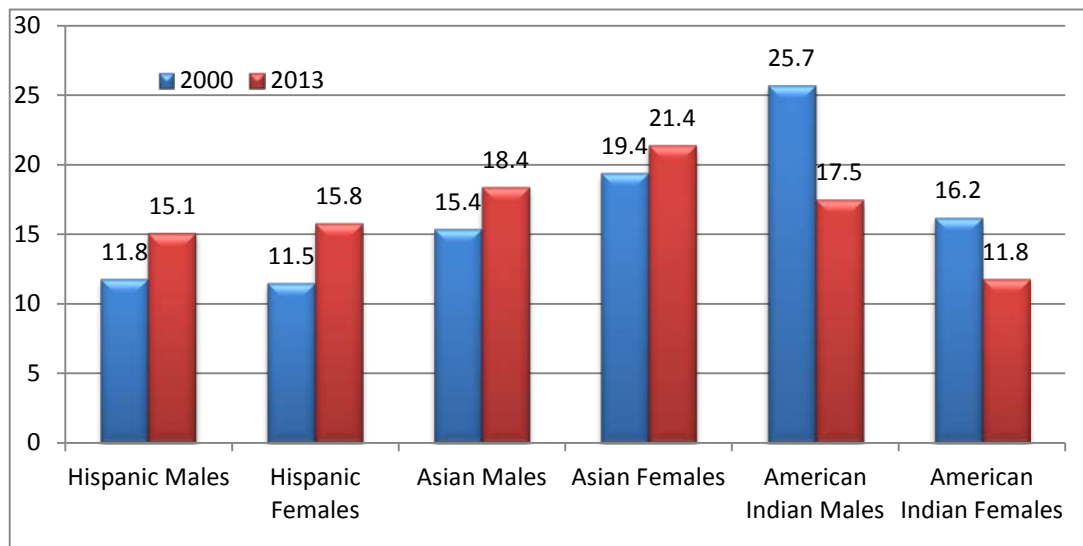


North Carolina State Government cabinet and council of state agencies employed 64,673 employees as of December 31, 2013. This accounted for 75% of the total 86,451 employees. North Carolina State Government universities employed 21,778 employees as of December 31, 2013. This accounted for 25% of the total 86,451 employees.

The employees labeled as ‘other minority males’ and ‘other minority females’ include Hispanic, American Indian and Asian employees. Overall, these employees represented 4.9% of the entire workforce or 4,267 employees (an increase of 18 since 2012). Within the agency workforce, American Indian and Asian employees represented the largest ‘other minority group’, (both 35.4%). Within the university workforce, Asian employees represented the largest ‘other minority group’. Specifically, these groups represented the following:

Other Minority Workforce	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	427 16.1%	349 13.2%	482 18.2%	455 17.2%	619 23.4%	318 12.0%	2,650
University	217 13.4%	326 20.2%	301 18.6%	459 28.4%	128 7.9%	186 11.5%	1,617
TOTAL	644 15.1%	675 15.8%	783 18.4%	914 21.4%	747 17.5%	504 11.8%	4,267
Previous Total - 2012	627 14.8%	658 15.5%	776 18.3%	906 21.3%	757 17.8%	525 12.4%	4,249
Previous Total - 2011	574 14.1%	607 14.9%	767 18.8%	860 21.0%	748 18.3%	526 12.9%	4,082

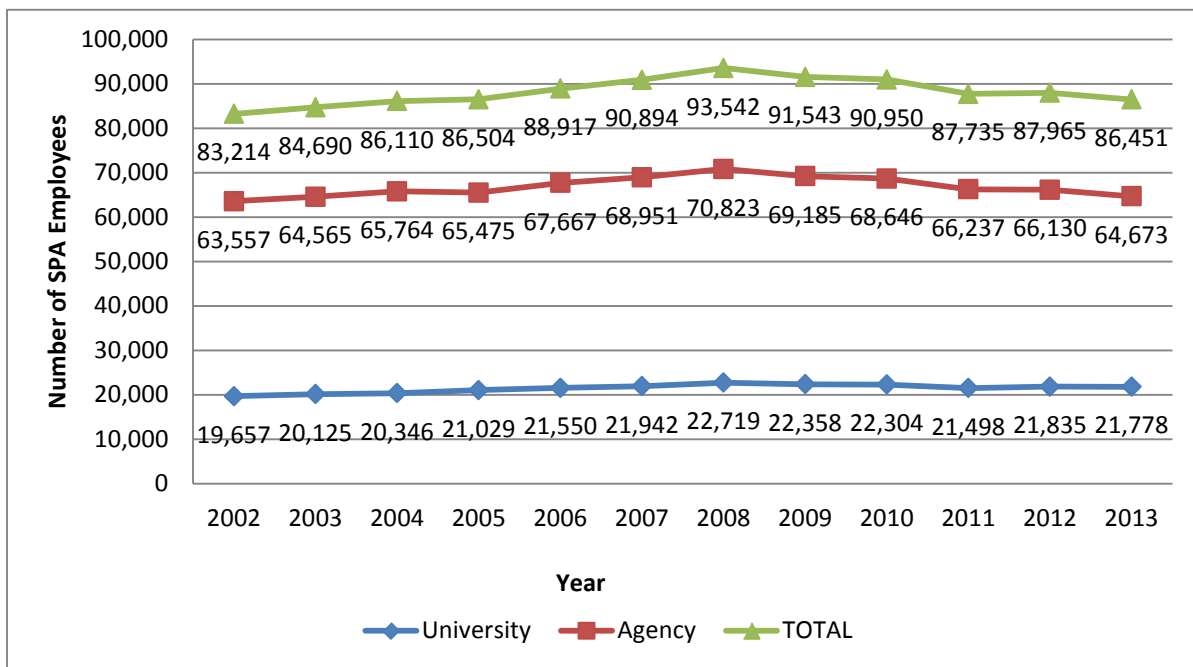
Total Representation of Other Minority Groups in Detail (2000 & 2013)



The following chart details the change in total workforce representation since 2002. Beginning in 2002 through 2008, the trend line for state employment indicates a basic pattern of increasing numbers of SPA employees in both the agency and university workforces. With the exception of the agency workforce in 2005, all points on the line indicate an increase in employees through 2008.

In 2009 through 2011, the State of North Carolina experienced an economic crisis that resulted in a hiring freeze as well as a reduction-in-force throughout state government. As a result, both the agency and university workforce totals decreased. The impact of the reduction in the number of agency and university employees was a corresponding reduction in the total number of employees. In 2013, the employment figures decreased for both agency and university workforces, causing a corresponding decrease in the overall workforce representation level.

Workforce Representation (2002 - 2013)



Standard Occupational Classification:

The 2010 Standard Occupational Classification (SOC) system is used by Federal and state statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations. Data for the State of North Carolina is presented in eight broad groupings.

Employees by SOC Category (12/31/13)

<u>Category</u>	<u>White Males</u>	<u>White Females</u>	<u>Black Males</u>	<u>Black Females</u>	<u>Other Minority Males</u>	<u>Other Minority Females</u>	<u>UNK</u>	<u>Total</u>	<u>Percent of Grand Total</u>
Officials & Admin.									
<i>Agency</i>	606 48.8%	392 31.5%	67 5.4%	131 10.5%	22 1.8%	12 1.0%	12 1.0%	1,242	1.9%
<i>University</i>	97 53.6%	30 16.6%	21 11.6%	20 11.0%	6 3.3%	4 2.2%	3 1.7%	181	0.8%
Management Related									
<i>Agency</i>	1,490 29.9%	1,844 36.9%	398 8.0%	1,024 20.5%	73 1.5%	112 2.2%	50 1.0%	4,991	7.7%
<i>University</i>	371 20.6%	938 52.1%	57 3.2%	329 18.3%	16 0.9%	53 2.9%	38 2.1%	1,802	8.3%
Professional									
<i>Agency</i>	5,847 32.3%	6,621 36.6%	1,474 8.1%	3,144 17.4%	487 2.7%	442 2.4%	83 0.5%	18,098	28.0%
<i>University</i>	1,639 41.6%	1,311 33.3%	252 6.4%	316 8.0%	155 3.9%	166 4.2%	98 2.5%	3,937	18.1%
Technicians									
<i>Agency</i>	1632 60.8%	470 17.5%	260 9.7%	202 7.5%	68 2.5%	37 1.4%	15 0.5%	2,684	4.2%
<i>University</i>	520 29.9%	701 40.3%	113 6.5%	176 10.1%	55 3.2%	140 8.1%	33 1.9%	1,738	8.0%
Admin. Support									
<i>Agency</i>	690 8.7%	4,151 52.4%	336 4.2%	2,396 30.3%	41 0.5%	220 2.8%	85 1.1%	7,919	12.2%
<i>University</i>	758 10.4%	3,822 52.7%	288 4.0%	1,826 25.2%	54 0.7%	305 4.2%	203 2.8%	7,256	33.3%
Law Enforcement									
<i>Agency</i>	7,236 49.5%	1,354 9.3%	2,900 19.8%	2,438 16.6%	488 3.3%	182 1.2%	32 0.2%	14,630	22.6%
<i>University</i>	298 50.5%	58 9.8%	124 21.0%	57 9.7%	34 5.8%	7 1.2%	12 2.0%	590	2.7%
Service									
<i>Agency</i>	895 13.0%	1,583 22.9%	1,299 18.8%	2,948 42.7%	53 0.7%	99 1.4%	23 0.3%	6,900	10.7%
<i>University</i>	719 20.4%	625 17.8%	741 21.1%	750 21.3%	225 6.4%	270 7.7%	186 5.3%	3,516	16.1%
Skilled Craft									
<i>Agency</i>	6,338 77.2%	249 3.0%	1,126 13.7%	73 0.9%	296 3.6%	18 0.2%	106 1.3%	8,206	12.7%
<i>University</i>	1,846 67.1%	224 8.1%	405 14.7%	77 2.8%	101 3.7%	26 0.9%	72 2.6%	2,751	12.6%

New Hires:

The State of North Carolina hired 6,570 new full-time, permanent SHRA employees during calendar year 2013, a decrease of 980 (-13%) employees from 2012. New hires include BEACON codes Z0 New Hire and Z5 New Hire Date Adjusted and university equivalents.

<u>New Hires</u>	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Ethnicity Unknown	TOTAL
Agency	1,366 32.6%	1,036 24.7%	541 12.9%	909 21.7%	109 2.6%	81 1.9%	147 3.5%	4,189
University	583 24.5%	740 31.1%	159 6.7%	338 14.2%	59 2.5%	101 4.2%	401 16.8%	2,381
TOTAL	1,949 29.7%	1,776 27.0%	700 10.7%	1,247 19.0%	168 2.6%	182 2.7%	548 8.3%	6,570
<i>Previous Total - 2012</i>	2,187 29.0%	2,116 28.0%	862 11.4%	1,481 19.6%	222 2.9%	252 3.3%	430 5.7%	7,550
<i>Previous Total - 2011</i>	1,574 31.8%	1,324 26.7%	708 14.3%	1,043 21.0%	162 3.3%	146 2.9%	N/A	4,957

<u>Other Minority New Hires</u>	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	45 23.7%	33 17.4%	20 10.5%	22 11.5%	44 23.2%	26 13.7%	190
University	29 18.1%	44 27.5%	23 14.4%	47 29.4%	7 4.4%	10 6.3%	160
TOTAL	74 21.1%	77 22.0%	43 12.3%	69 19.7%	51 14.6%	36 10.3%	350

Number of New Hires in State Government – 2007 to 2013:

Year	Number of New Hires	Number of Employees	Percent of Employees
2007	9,949	90,894	10.9%
2008	7,133	93,542	7.6%
2009	3,708	91,543	4.1%
2010	6,958	90,950	7.7%
2011	4,957	87,735	5.6%
2012	7,550	87,965	8.6%
2013	6,570	86,451	7.6%

The highest percentage of new hires was in 2007 (10.9%). This percentage reduced through 2009, and has fluctuated between 8.6% (2012) and 5.6% (2011) since that time.

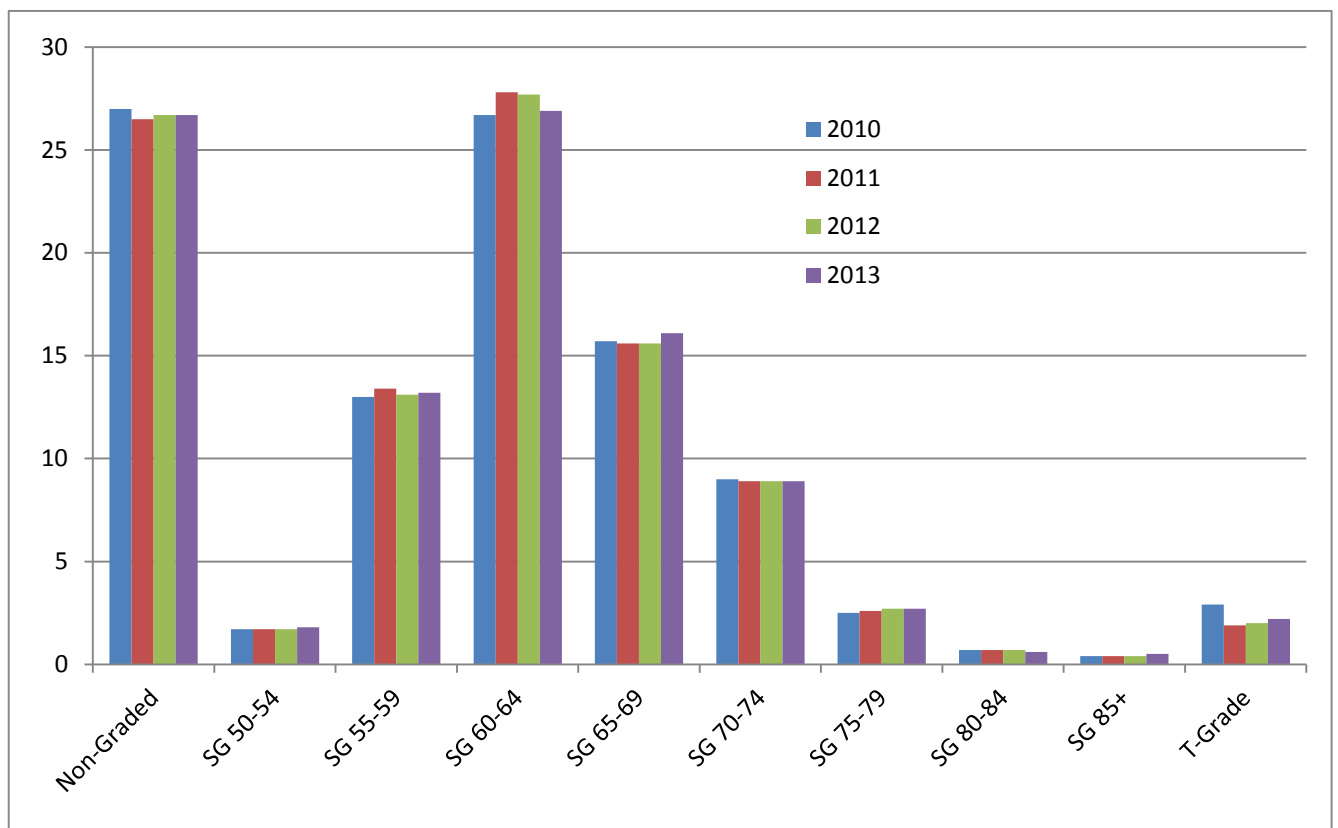
Compensation:

This section of the report analyzes salary distributions in 10 categories ranging from salary grades 50-54 through 85 and higher, non-graded and t-graded classifications.

AGENCY:

Overall, employees in salary grade range 60-64 consisted of the highest level of representation, comprising 26.9% of the workforce. Employees in non-graded (mostly Career-Banded) classifications consisted of the second highest percentage of employees representing 26.7% of the agency workforce.

Total Agency Workforce by Salary Grade Range (2010 – 2013)



NOTE:

1. T-grades are assigned specific salary grades, with corresponding minimum and maximum ranges.

Demographic Analysis: Although employees of all demographic groups were distributed among each salary grade range, black males and black females represented a significant percentage of employees at the lower salary grades. Black male employees had their highest level of representation in salary range 50-54, the lowest salary ranges in the state compensation structure. Black female employees had their highest level of representation in salary grades 55-59, the second lowest in the state compensation structure.

Overall, total minority representation was concentrated in the lowest salary ranges, as minority employees represented 58.8% of salary grades 50-54 and 51.2% of salary grades 55-59. Overall female representation was also concentrated in the lower salary ranges. Female employees represented 76.1% of salary grades 55-59 and 59.9% of salary grades 50-54.

Percentage of Representation by Salary Grade (Agency)

	Highest Percentage of Representation	2 nd Highest Percentage of Representation	3 rd Highest Percentage of Representation
White Male	Banded (53.1%)	Grades 85+ (48.6%)	Grades 80-84 (47.6%)
White Female	Grades 75-79 (38.8%)	Grades 70-74 (37.4%)	Grades 55-59 (37.1%)
Black Male	Grades 50-54 (21.6%)	Grades 60-64 (18.9%)	Grades 55-59 (11.5%)
Black Female	Grades 55-59 (37.4%)	Grades 50-54 (32.5)	Grades 60-64 (23.1%)
Asian Male	Medical Grades (9.9%)	Flat Rates (2.1%)	Banded (1.6%)
Asian Female	Medical Grades (5.0%)	Flat Rates (2.1%)	Grades 85+ (1.4%)
Hispanic Male	Grades 50-54 (1.0%)	Grades 65-69 (0.8%)	Grades 60-64 (0.8%)
Hispanic Female	Grades 50-54 (1.4%)	Grades 70-74 (0.7%)	Grades 85+ (0.7%)
American Indian Male	Grades 60-64 (1.4%)	Banded (1.2%)	Grades 65-69 (1.0%)
American Indian Female	Grades 60-64 (0.8%)	Grades 55-59 (0.6%)	Grades 75-79 (0.5%)
Total Minority	Grades 50-54 (58.8%)	Grades 55-59 (51.2%)	Grades 60-64 (46.0%)
Total Female	Grades 55-59 (76.1%)	Grades 50-54 (59.9%)	Grades 70-74 (52.7%)

Employees by Grade Range and Demographic Group (Agency)

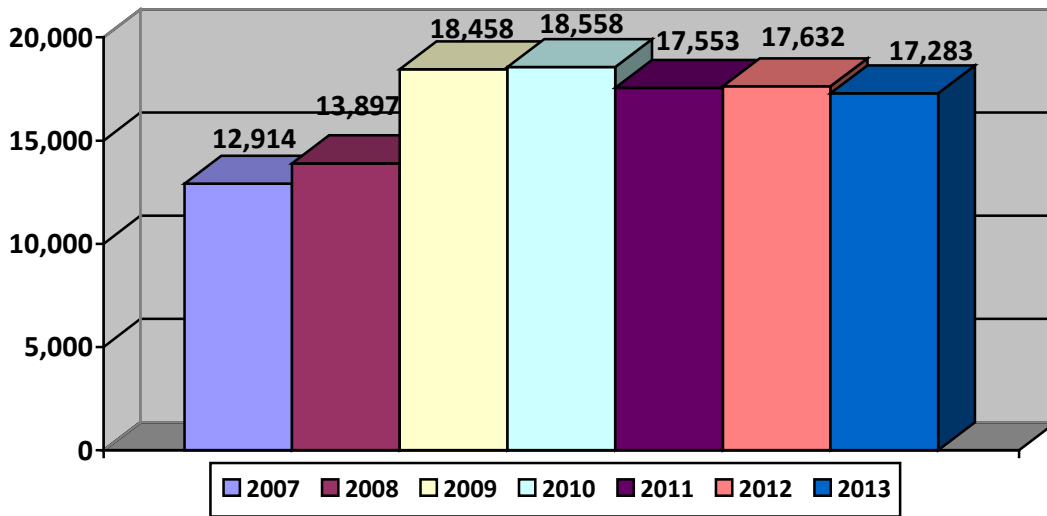
Cal Month/Year	DEC 2013								
	White Male	White Female	Black Male	Black Female	Ethnicity Unknown	Total	TOT MNRT	TOT FEM	DISB
GR 50-54	178	287	248	373	8	1,149	676	688	33
% Represented	15.492	24.978	21.584	32.463	0.696	100.000	58.834	59.878	2.872
Average Salary	24,562	24,445	24,636	24,727	24,952	24,591	24,653	24,566	25,220
GR 55-59	963	3,154	979	3,185	42	8,526	4,367	6,487	140
% Represented	11.295	36.993	11.483	37.356	0.493	100.000	51.220	76.085	1.642
Average Salary	27,540	29,190	27,030	27,590	27,656	28,119	27,476	28,380	28,727
GR 60-64	6,182	3,122	3,291	4,022	95	17,421	8,022	7,422	301
% Represented	35.486	17.921	18.891	23.087	0.545	100.000	46.048	42.604	1.728
Average Salary	31,266	33,031	30,838	31,266	30,475	31,469	31,022	31,997	31,704
GR 65-69	4,331	2,715	1,112	1,804	72	10,400	3,282	4,675	192
% Represented	41.644	26.106	10.692	17.346	0.692	100.000	31.558	44.952	1.846
Average Salary	42,444	40,101	40,152	39,039	36,361	40,876	39,541	39,629	40,320
GR 70-74	2,197	2,085	344	765	26	5,615	1,307	2,959	86
% Represented	39.127	37.133	6.126	13.624	0.463	100.000	23.277	52.698	1.532
Average Salary	52,488	50,652	50,998	49,284	49,867	51,171	49,818	50,205	52,140
GR 75-79	723	687	98	204	4	1,769	355	917	33
% Represented	40.871	38.836	5.540	11.532	0.226	100.000	20.068	51.837	1.865
Average Salary	67,165	67,604	66,409	66,671	61,566	67,176	66,432	67,350	66,371
GR 80-84	206	162	18	35	6	433	59	199	3
% Represented	47.575	37.413	4.157	8.083	1.386	100.000	13.626	45.958	0.693
Average Salary	86,582	81,886	82,057	83,703	81,592	84,292	83,179	81,899	86,531
GR 85+	143	97	13	28	4	294	50	132	1
% Represented	48.639	32.993	4.422	9.524	1.361	100.000	17.007	44.898	0.340
Average Salary	100,870	95,948	102,232	91,935	103,952	98,121	94,005	94,675	98,000
T-Grade	475	464	111	315	7	1,408	462	793	34
% Represented	33.736	32.955	7.884	22.372	0.497	100.000	32.813	56.321	2.415
Average Salary	56,005	56,269	46,958	44,228	59,555	52,665	45,469	51,348	36,892
Banded	9,184	3,791	1,618	1,593	141	17,283	4,167	5,717	236
% Represented	53.139	21.935	9.362	9.217	0.816	100.000	24.110	33.079	1.366
Average Salary	51,070	56,857	44,317	52,026	45,333	52,145	50,440	55,703	52,315

NOTE: Due to the inclusion of average salary, other minority males and females did not generate statistically significant percentages due to low levels of representation by salary grade. They are included in the total minority analysis. Also, non-statistically significant salary groupings were excluded from the table.

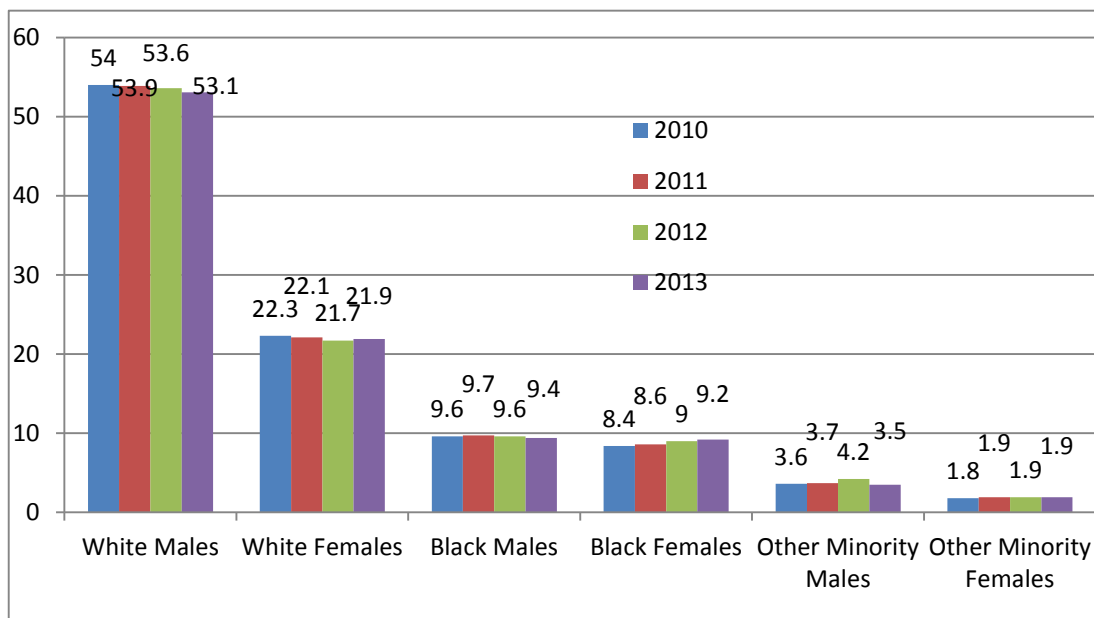
Non-Graded/Banded Classifications: The Career-Banded (non-graded) compensation system in the State of North Carolina collapsed existing classifications into broad classifications that are grouped into Job Families as are the graded classifications. The ten Job Families include:

- 1) Administrative and Managerial
- 2) Information Technology
- 3) Law Enforcement and Public Safety
- 4) Information and Education
- 5) Human Services
- 6) Medical and Health
- 7) Institutional Services
- 8) Operations and Skilled Trades
- 9) Engineering and Architecture
- 10) Natural Resources and Scientific

Employees Assigned to Banded Classifications (2007 – 2013)



Employees by Demographic Group in Non-Graded Classifications 2010 through 2013 (Agency)



UNIVERSITY:

The university system has fully implemented a Career-Banded compensation system. Because of full implementation, the demographic distribution mirrors that of the overall representation figures for the university system.

Competency Levels: In order to provide a more detailed analysis of the salary structure in the university system, the next table provides competency levels by demographic group. Each banded classification is divided into three competency levels (contributing, journey and advanced). Each competency level is associated with a minimum and maximum rate of compensation.

Competency Levels by Demographic Group (University)

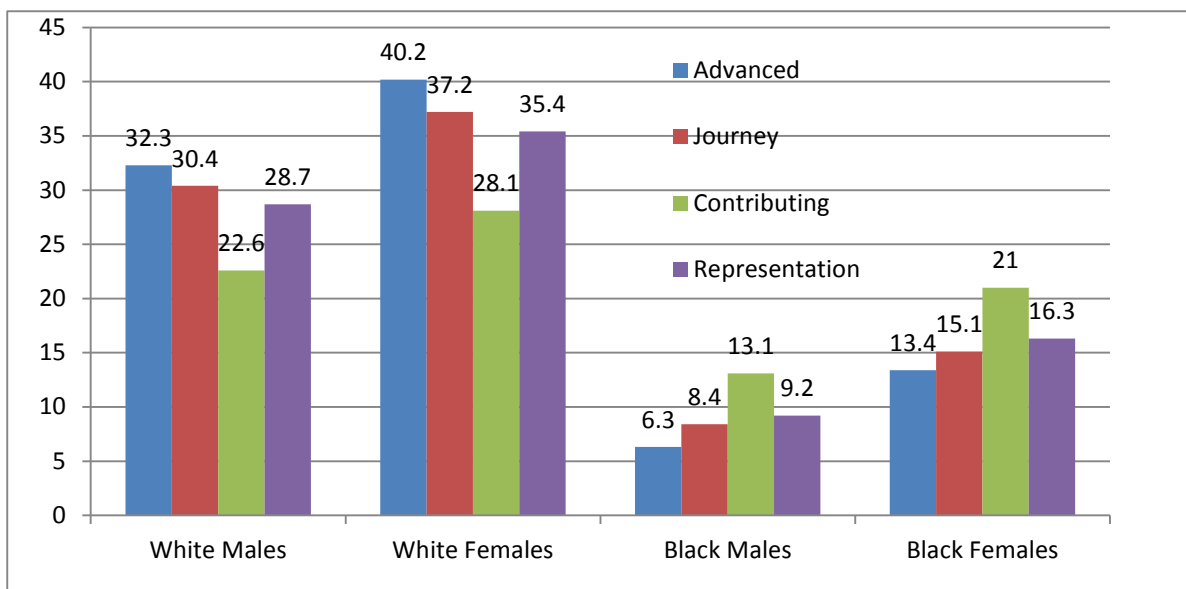
	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	Eth. Uk.	Total
Advanced Level	1,605	1,994	314	663	128	161	99	4,964
Percentage	32.3	40.2	6.3	13.4	2.6	3.2	2.0	
Avg. Market Index*	93	95	91	94	93	92	93	93.9
Journey Level	3,294	4,034	909	1,641	272	413	282	10,845
Percentage	30.4	37.2	8.4	15.1	2.5	3.8	2.6	
Avg. Market Index	96	97	94	98	94	95	96	96.3
Contributing Level	1,347	1,675	778	1,248	246	396	262	5,952
Percentage	22.6	28.1	13.1	21.0	4.1	6.7	4.4	
Avg. Market Index	103	106	101	104	100	100	106	103.8
Total	6,246	7,703	2,001	3,552	646	970	643	21,761
Percentage	28.7	35.4	9.2	16.3	3.0	4.5	3.0	
Avg. Market Index	97	98	97	99	96	96	100	97.8

Average Market Index = relationship of pay to the established market rate.
NOTE: Variation in total due to unassigned employees.

Average Market Index: At the advanced competency level, while females had the highest market index, while black males and other minority females had the lowest market index. At the journey competency level, white females and black females had the highest average market index, although all the market indexes were plus/minus 4% from one another. At the contributing competency level, all demographic groups maintained an average market index at 100 or above, with the highest market index awarded to employees described as “ethnicity unknown”.

Representation by Competency Level: White female employees had the highest level of representation at the advanced, journey and contributing competency levels, and they correspondingly make up the largest percentage of the overall university workforce. When compared to representation levels, white male and white female employees comprised a larger percentage of the advanced and journey competencies levels than their total overall representation levels in the workforce. Comparatively, black male and black female employees had a higher level of representation in the contributing competency level than their total overall representation levels in the workforce.

Competency Level by Demographic Group (University)



Equal Employment Opportunity Plans:

EEO PLAN COMPONENTS:

Pursuant to G.S. 126-19, all state agencies and universities are required to submit an Equal Employment Opportunity (EEO) plan to the Office of State Human Resources by March 1st of each year. These plans are to be reviewed for EEO program components which include policy statements, program initiatives as well as a data review. After the plans are reviewed to ensure compliance with established standards, agencies and universities are notified of their approval and a report is submitted to the N.C. State Human Resources Commission detailing the status of all EEO plans.

The EEO plans are required to include the following elements:

- NC Policy Statement
- Agency or University Policy Statement
- Responsibility and Accountability
- Dissemination of EEO Policy and Plan (Internal and External)
- Workforce Analysis including establishment of Employment Objectives
- Program Activities
 - Recruitment
 - Selection and Hiring
 - Job Structuring (Optional)
 - Training and Development (Employee and Management)
 - Upward Mobility
 - Performance Appraisal
 - Transfer and/or Separation
 - Compensation
 - Program Evaluation
 - Harassment Prevention

Employment Objective Overview:

Agencies: During the 2014 planning cycle, 29 of 29 (100%) of North Carolina state agencies submitted an EEO Plan for review and approval. Of the 29 state agencies submitting EEO Plans, 24 agencies or 82.6% established employment objectives. The agencies that did not establish employment objectives cited concerns related to the Reduction-in-Force (RIF) and limitations on hiring due to budgetary constraints. Overall, these employment objectives were established in all eight of the occupational categories, although not all agencies established objectives in each of the eight occupational categories. During the 2013 EEO planning cycle, 21 out of 27 agencies or 77.7% were able to fully or partially achieve their employment objectives.

Universities: During the 2014 planning cycle, all 17 institutions within the University of North Carolina (UNC) system, as well as UNC General Administration (100%), submitted an EEO Plan for review and approval. Of the 18 entities submitting EEO Plans, 17 universities and UNC General Administration or 100% established employment objectives. During the 2013 EEO planning cycle, 9 out of 11 or 81.8% of the universities that set goals within the state's format were able to fully or partially achieve their employment objectives.

2014 EEO PLAN STATUS:

Agency, University, or Board and Commission	Approved EEO Plan	Agency, University, or Board and Commission	Approved EEO Plan	Agency, University, or Board and Commission	Approved EEO Plan
Agencies		Agencies, continued		Universities, continued	
Administration	Yes	State Human Resources	Yes	UNC-Greensboro	Yes
Administrative Hearings	Yes	State Treasurer	Yes	UNC-Pembroke	Yes
Agriculture & Consumer Service	Yes	Transportation	Yes	UNC-Wilmington	Yes
Commerce	Yes	UNC Health Care	Yes	Western Carolina University	Yes
Community Colleges	Yes	Wildlife Resources Commission	Yes	Winston-Salem State University	Yes
Cultural Resources	Yes				
Environment and Natural Resources	Yes	Universities		Boards and Commissions	
Health and Human Services	Yes	Appalachian State University	No	Board of Cosmetic Arts	Yes
Insurance	Yes	East Carolina University	Yes	Board of Elections	Yes
Information Technology Services	Yes	Elizabeth City State University	Yes	NC Education Lottery Commission	Yes
Justice	Yes	Fayetteville State University	Yes	Banking Commission	Yes
Labor	Yes	N.C. School of Science & Math	Yes		
N.C. Housing Finance Agency	Yes	North Carolina A&T University	Yes		
Public Instruction	Yes	North Carolina Central University	Yes		
Public Safety	Yes	North Carolina School of Arts	Yes		
Revenue	Yes	UNC-Asheville	Yes		
Secretary of State	Yes	UNC-Chapel Hill	Yes		
State Auditor	Yes	UNC-Charlotte	Yes		
State Budget and Management	Yes	North Carolina State University	Yes		
State Controller	Yes	UNC-General Administration	Yes		

APPENDIX

Definitions

These definitions have been offered to provide a common understanding of frequently used concepts and terms included in this report.

Administrative Support – Employees in occupations including all clerical-type work such as bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), and shipping and receiving clerks.

Agencies – Includes Cabinet, Council of State and Boards and Commissions.

American Indian or Alaska Native - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition

Asian or Pacific Islander – All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This are includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

Black – (Not of Hispanic Origin) – All persons having origins in any of the Black racial groups of Africa.

Employees – Includes full-time employees subject to the State Human Resources Act. Excludes temporaries, exempt, and intermittent employees.

Ethnicity Unknown – All persons not designating a racial or ethnic group.

Hispanic – All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Law Enforcement – Employees in occupations involving public safety, correction and fire safety such as Highway Patrol troopers, correctional officers, and police.

Management Related – Employees in occupations involving support to internal operational functions such as human resources, budgeting, purchasing and accounting.

Officials and Administrators – Employees in occupations requiring administrative and managerial experience who set broad policies, exercise overall responsibility for execution of these policies, and direct individual department operations.

Other Minority – Combination of all persons of Hispanic, Asian or Pacific Islander, and American Indian or Alaska Native origins.

Professionals – Employees in occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background in specific areas such as architects, artists, chemists, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, physical scientists, physicians, social scientists, and teachers.

Service – Employees in occupations such as attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, cleaners and housekeeper, cooks, counter and fountain workers, and elevator operators.

Skilled Craft – Employees in occupations requiring manual worker of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work such as the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, composers and typesetters, electricians, engravers, and painters (construction and maintenance).

Standard Occupational Classification – The 2010 Standard Occupational Classification (SOC) system is used by Federal and state statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, and disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form 461 broad occupations, 97 minor groups, and 23 major groups. Data for the State of North Carolina is presented in eight broad groupings.

Technicians – Employees in occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through 2 years of post-high school education, such as is offered in many technical institutes and junior colleges.

Universities – Includes the 16 university campuses and the NC School of Science and Mathematics

White - (Not of Hispanic origin) - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.