

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**



**State HR Roundtable**

**November 9, 2011**

**John Turcotte**

**State Compensation Study**  
**SL 2011-145 Section**  
**29.20.(a)**

*It is the intent of the General Assembly to create and implement a modernized, fair, and fully functional performance-based compensation system for employees of State agencies, departments, institutions, The University of North Carolina System, the North Carolina Community College System, and local education agencies.*

**State Compensation Study**  
**SL 2011-145 Section**  
**29.20.(a)**

- **Legislative Services Commission to select consulting firm**
- **Contract to be administered jointly by Program Evaluation Division and Fiscal Research Division**
- **Divisions or consultant report to the General Assembly by May 1, 2012**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 1. A labor market analysis of pay, fringe benefits, classification, and banding plans of government sector employees to determine whether current employees are compensated appropriately relative to market rates for similar positions as compared to (i) other North Carolina public employees, (ii) similar positions and employees in other states, and (iii) where applicable, employees in private industry.**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 2. An analysis of current performance-based compensation plans in use by the North Carolina Banking Commission, the University of North Carolina Health Care System, and the performance-based compensation system proposed by Charlotte/Mecklenburg County Schools. This analysis should include an assessment of the effectiveness of these performance-based plans and should include identification of best practices.**

**State Compensation Study  
SL 2011-145 Section 29.20.(a)  
Twelve Study Components**

- 3. An evaluation of current longevity pay as applicable to most government sector employees and recommendations as to whether longevity pay should be continued for new hires.**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 4. An evaluation of current laws and policies related to "career status" for employees subject to the State Personnel Act and tenure for public school teachers and university professors. For public school teachers, the evaluation of tenure shall include its relationship with student performance, if any. This evaluation should also include recommendations as to whether these laws and policies should be continued or modified based upon human resource best practices.**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 5. An evaluation of salary supplements for public school employees paid on account of master's degrees, attainment of other advanced degrees, and national board certification, including the relationship to student performance, if any. This evaluation should also include recommendations as to whether these salary supplements should be continued or modified based upon the effect on student performance, if any, and human resource best practices.**



# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 6. An evaluation of the State Personnel Act, including recommendations as to whether these laws and policies should be continued or modified based upon human resource best practices.**
- 7. An analysis of the effect of in-State regional variables on employee compensation and recommendations as to how those variables should be addressed in the future.**
- 8. Recommendations of how to evaluate and compare the value of employee fringe benefits.**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 9. Recommendations, timetable, and design of a comprehensive performance-based compensation plan across all government sectors for implementation by the General Assembly. Recommendations must include the design of an effective employee performance evaluation system, including the identification of effective employee performance measures and information systems (including estimated costs) to track and monitor employee performance.**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 10. Training recommendations for supervisors and managers regarding employee productivity and performance evaluation.**
- 11. Recommendations to assure equity of compensation among public employees across government sectors**

# **State Compensation Study**

## **SL 2011-145 Section 29.20.(a)**

### **Twelve Study Components**

- 12. Feasibility of a consensus forecasting group to make annual recommendations for compensation policy across all government sectors. These recommendations should include how to establish and maintain priorities for General Fund appropriations necessary to fund the performance-based compensation system while remaining affordable for the State and its taxpayers.**



**John Turcotte**

**Director**

**Program Evaluation Division**

**Legislative Services Office**

**919-301-1404**

**[johnt@ncleg.net](mailto:johnt@ncleg.net)**

**To Download this Presentation:**

**<http://www.ncleg.net/PED/Resources/resources.html>**