

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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SENATE BILL 296

Short Title: GPAC/Monitor State Employee Management.

(Public)

Sponsors: Senator Martin of Guilford.

Referred to: Government Performance Audit.

February 22, 1993

A BILL TO BE ENTITLED

AN ACT TO IMPLEMENT RECOMMENDATIONS OF THE GOVERNMENT
PERFORMANCE AUDIT COMMITTEE CONCERNING THE MONITORING
OF THE STATE'S HUMAN RESOURCES MANAGEMENT FUNCTION.

The General Assembly of North Carolina enacts:

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

"§ 126-4.1. State human resource management monitored.

(a) The Office of State Personnel shall monitor the overall effectiveness of State policies and programs pertaining to human resources management and shall determine appropriate measures to monitor the condition and goal achievement of the human resource management function. The effectiveness of the human resources management function shall be measured in reference to each of the following:

- (1) Fiscal Trends. – Measures that relate budget and fiscal issues to the employee cost for compensation, benefits, and the human resource department expenses and employees.
- (2) Employee Benefits. – Measures to assess the usage of all benefit programs, participation patterns or optional programs, and costs per full-time employee for benefits programs.
- (3) Absence and Turnover. – Measures to signal potential problems with workforce absenteeism and dissatisfaction with pay and turnover rates. Prerequisites to these measures are accurate attendance records and data to document why employees are leaving State employment.

- 1 (4) Hiring and Staffing. – Measures to evaluate the rate at which persons
2 are entering State employment, the cost of hiring, the time taken to fill
3 jobs, and the ratio of job offer to acceptances.
- 4 (5) Equal Employment. – Measures to evaluate inequities in hiring,
5 promotions, and compensation as it relates to minorities, women, and
6 the disabled.
- 7 (6) Training and Development. – Measures to evaluate the cost per unit of
8 training delivered, change in knowledge and skill based on pre- and
9 post-test scores, and the number of hours of training available to
10 trainees.
- 11 (b) The Office of State Personnel shall develop an automated system to track and
12 monitor on an ongoing basis the human resources management function.
- 13 (c) Each State department, agency, and institution shall utilize the automated
14 system to assess the effectiveness of the human resources management of the
15 department, agency, or institution.
- 16 (d) The human resources management function performance measures shall be
17 benchmarked in relation to individual agencies, departments, and institutions as well as
18 against other state governments. The Office of State Personnel may solicit other state
19 and local governments to participate in a survey of performance measures."
- 20 Sec. 2. This act is effective upon ratification.