

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

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HOUSE BILL 1103

Short Title: State Employee Recognition Program.

(Public)

Sponsors: Representatives Gibson; and Mosley.

Referred to: State Personnel.

April 15, 1999

A BILL TO BE ENTITLED

AN ACT AMENDING THE EXECUTIVE BUDGET ACT TO ALLOW A SPECIAL
RECOGNITION AWARD PROGRAM FOR STATE EMPLOYEES.

The General Assembly of North Carolina enacts:

Section 1. G.S. 143-23(a2)(1) reads as rewritten:

"(1) Salaries and wages or for premium pay, overtime pay, longevity, unemployment compensation, workers' compensation, temporary wages, moving expenses of employees, payment of accumulated annual leave, certain awards to ~~employees~~, employees including special recognition awards specified through an employee recognition program, tort claims, and employer's social security, retirement, and hospitalization payments;"

Section 2.(a) The policies adopted by the State Personnel Commission and by the Office of State Budget and Management, as appropriate, to implement the State employee recognition program authorized by Section 1 of this act shall include provisions for the following:

(1) Recognition awards may be granted for specific individual or employee team efforts that are exemplary and produce long-term positive results for the employing agency that are consistent with the agency's mission,

1 including contributing to the employing agency's ability to improve
2 delivery of services and to generate budgetary efficiency.

3 (2) At a minimum, the recognized employee efforts must:

4 a. Be above and beyond the recognized employee's responsibilities
5 as defined in the employee's job description;

6 b. Exemplify a superior manner and level of job performance that
7 can be held as a standard of excellence for other employees with
8 similar job descriptions; or

9 c. Substantially enhance the performance of other employees' job
10 duties as specified in the respective job descriptions.

11 Section 2.(b) Beginning March 1, 2000, and annually thereafter, the State
12 Personnel Commission and the Office of State Budget and Management shall report to
13 the Joint Legislative Commission on Governmental Operations and to the Fiscal
14 Research Division on implementation of the State employee recognition program. The
15 report shall include:

16 (1) The number of nominations made and awards given.

17 (2) The nature of the awards given.

18 (3) The names, job descriptions, and salary grades of the employees
19 receiving the awards, along with an explanation of the basis upon which
20 each award was made.

21 Section 3. This act becomes effective July 1, 1999.