

**§ 126A-2-5. State of the State workforce report and survey.**

(a) OSHR shall annually report by January 15 on the state of the State employee workforce and statewide human resources programs to the Joint Legislative Commission on Governmental Operations, the Joint Legislative Oversight Committee on General Government, the Fiscal Research Division, and the Appropriations Committees of the House of Representatives and the Senate. The report shall include the following:

- (1) A comparison of employee compensation rates and benefits compared to national trends, including at least the following:
  - a. An overview of economic conditions and labor market trends.
  - b. An analysis of the competitiveness of State salaries and benefits.
  - c. A review of recruitment and retention efforts and results.
  - d. The results of the annual compensation surveys conducted pursuant to subsection (b) of this section.
- (2) The safety, health, and workers' compensation activities of agencies in compliance with Article 13 of this Chapter and the fines levied against agencies pursuant to Article 16 of Chapter 95 of the General Statutes.
- (3) The costs associated with the defense or settlement of administrative grievances and lawsuits filed by current or former employees and applicants for employment with an executive branch agency.
- (4) Agency compliance with JoinNC policies, including the following:
  - a. The number and type of exceptions made by the Director.
  - b. A list of agencies with invoices more than 60 days overdue.
  - c. A list of agencies with temporary employees who exceeded 11 months of consecutive employment, including the number of employees who exceeded 11 months of consecutive employment and the average number of days employees exceeded this limit.

(b) OSHR shall conduct annual compensation surveys to guide the Governor and the General Assembly in making decisions regarding the compensation of employees. (2026-40, s. 1.)