

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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SENATE BILL 290

Government Performance Audit Select Committee Substitute Adopted 5/4/93

Short Title: GPAC/State Human Resources Management.

(Public)

Sponsors:

Referred to: Appropriations.

February 22,1993

A BILL TO BE ENTITLED

AN ACT TO IMPLEMENT RECOMMENDATIONS OF THE GOVERNMENT PERFORMANCE AUDIT COMMITTEE TO ESTABLISH A STATE HUMAN RESOURCES MANAGEMENT COORDINATION FUNCTION IN THE OFFICE OF STATE PERSONNEL.

The General Assembly of North Carolina enacts:

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

**"§ 126-4.1. State human resources management coordination.**

(a) The Office of State Personnel shall be responsible for planning, guiding, and coordinating the State's ongoing human resources management effort and shall, with the participation of each State department, agency, and institution determine the mission and future of the State's human resources management programs and functions. Human resources management coordination shall include planning and coordination with regard to the recruitment, selection, organization, training, and development of the State employee work force.

(b) The Office of State Personnel shall coordinate the State's management of human resources so as to ensure that all State human resources management programs are integrated fully within a comprehensive overall human resources management system.

**"§ 126-4.2. State human resources management monitored.**

1       (a) The Office of State Personnel shall determine appropriate measures to  
2 monitor the condition and goal achievement of the human resources management  
3 function. The overall effectiveness of State policies and programs pertaining to human  
4 resources management shall include measurement of each of the following:

5           (1) Fiscal Trends. – Measures that relate budget and fiscal issues to the  
6 employee cost for compensation, benefits, and the human resources  
7 department expenses and employees.

8           (2) Employee Benefits. – Measures to assess the usage of all benefit  
9 programs, participation patterns or optional programs, and costs per  
10 full-time employee for benefits programs.

11          (3) Absence and Turnover. – Measures to signal potential problems with  
12 workforce absenteeism and dissatisfaction with pay and turnover rates.

13          (4) Hiring and Staffing. – Measures to evaluate the rate at which persons  
14 are entering State employment, the cost of hiring, the time taken to fill  
15 jobs, and the ratio of job offers to acceptances.

16          (5) Equal Employment. – Measures to evaluate inequities in hiring,  
17 promotions, and compensation as they relate to minorities, women,  
18 and the disabled.

19          (6) Training and Development. – Measures to evaluate the cost per unit of  
20 training delivered, change in knowledge and skill based on pre- and  
21 post-competency scores, and the number of hours of training available  
22 to trainees.

23       (b) The Office of State Personnel shall develop an automated system to track and  
24 monitor on an ongoing basis the human resources management function.

25       (c) Each State department, agency, and institution shall utilize the automated  
26 system to assess the effectiveness of the human resources management of the  
27 department, agency, or institution.

28       (d) The human resources management function performance measures shall be  
29 benchmarked in relation to individual agencies, departments, and institutions as well as  
30 against other state governments. The Office of State Personnel may solicit other state  
31 and local governments to participate in a survey of performance measures.

32       (e) The Office of State Budget shall assist the Office of State Personnel in  
33 developing monitoring systems which provide the fiscal measures required in  
34 subdivision (a) of this section."

35       Sec. 2. There is hereby appropriated from the General Fund to the Office of  
36 State Personnel the sum of three hundred eighty-six thousand twenty-eight dollars  
37 (\$386,028) for fiscal year 1993-94 and the sum of three hundred thirty-one thousand  
38 nine hundred seventy-eight dollars (\$331,978) for fiscal year 1994-95 for personnel,  
39 equipment, and related costs in implementing the provisions of this act.

40       Sec. 3. This act becomes effective July 1, 1993.