



**SENATE BILL 359:
Promote NC-Thinks**

**This Bill Analysis
reflects the contents
of the bill as it was
presented in
committee.**

*2015-2016 General
Assembly*

Committee:	Senate Workforce and Economic Development	Date:	April 1, 2015
Introduced by:	Sen. Alexander	Prepared by:	Jennifer Mundt
Analysis of:	PCS to First Edition S359-CSTA-1 [v.2]		Committee Staff

SUMMARY: *Senate Bill 359 would encourage the promotion of the "NC-Thinks" State Employee Suggestion Program by: directing inclusion of details of NC-Thinks in the State Human Resources Manual; requiring the Office of State Human Resources to promote and make employees aware of NC-Thinks; and directing State agencies to include a hyperlink to the NC-Thinks Web site on agency homepages.*

The Proposed Committee Substitute makes only technical changes.

CURRENT LAW: The State Employee Suggestion Program, NC-Thinks, (Article 36A of Chapter 143 of the General Statutes) provides that a State employee or a team of State employees may receive an incentive bonus or bonuses in reward for suggestions or innovations that result in monetary savings to the State, increased revenues to the State, or improved quality of services delivered to the public.

BILL ANALYSIS: Senate Bill 359 would spur the promotion of the NC-Thinks program as follows:

- Direct the State Human Resources Commission to include the details of NC-Thinks as a prominent part of the State Human Resources Manual.
- Direct the Office of State Human Resources to promote NC-Thinks such that all State employees can be made aware of and potentially use the program.
- Direct each State agency, department, and institution to include a hyperlink to NC-Thinks on the homepage of its Web site.

EFFECTIVE DATE: Senate Bill 359 would be effective when it becomes law.

BACKGROUND: The first employee suggestion system was enacted in 1975, and in 2008, evolved into the NC-Thinks program. Individual awards range from \$5,000 to \$20,000 and a team of employees may be awarded up to \$100,000. Each State agency has its own NC-Thinks coordinator who refers suggestions to a subject matter expert for evaluation. The agency coordinator, together with the agency review committee, reviews the evaluation for feasibility and determines whether to implement the suggestion. Following a successful 12-month implementation, the agency review committee forwards its recommendation for an award to the State Suggestion Review Committee for final approval. The Review Committee assesses the impact on State government services of the suggestions or innovations submitted by the State agency coordinators. The Review Committee consists of 9 members, 6 who represent various agencies and 3 who are appointed by the House of Representatives, the Senate, and the Governor, respectively.

