



STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES
1331 MAIL SERVICE CENTER • RALEIGH, NC 27699-1331

PAT MCCRORY
GOVERNOR

C. NEAL ALEXANDER, JR.
STATE HUMAN RESOURCES DIRECTOR

July 10, 2015

TO: The Honorable Representative Tim Moore, Co-Chairman
Joint Legislative Commission on Governmental Operations
The Honorable Senator Phil Berger, Co-Chairman
Joint Legislative Commission on Governmental Operations

FROM: C. Neal Alexander, Jr., State Human Resources Director

SUBJECT: NCThinks Administration Annual Report

Pursuant to G.S. 143-583, the North Carolina Office of State Human Resources (OSHR) and State Suggestion Review Committee are required to report annually to the Joint Legislative Commission on Governmental Operations regarding the administration of the state employee suggestion program, NCThinks.

Created in 1975, NCThinks is a suggestion system for state employees that is administered by OSHR. NCThinks was formerly known as the State Employees Incentive Bonus Program (SEIBP). It is a meritorious service award program that provides equitable compensation and/or recognition to state employees who develop and submit valid suggestions that provide cost savings to the state.

The attached report summarizes the suggestions received in 2014; a total of three suggestions were approved and five employees were awarded days of leave. The report also includes the monetary performance from 2001-2013.

If you have any questions regarding this report, please contact Margaret Duke, OSHR Legislative Liaison, at Margaret.B.Duke@nc.gov or 919-807-4869.

Attachment



NCThinks Program Administration

2014 Annual Report

Prepared by the Office of State Human Resources
June 2015

Program Administration and Summary of Awards

The NCThinks Administrator is currently updating the website and rewriting program policy to reflect the current administrative structure. She is improving marketing collateral and designating agency coordinators to encourage greater participation in the program. The program awards days of leave rather than monetary awards, as NCThinks does not currently receive funding.

Below is a summary of the employee suggestions that were approved during the calendar year of 2014:

- At the North Carolina Museum of History, three employees suggested that the museum build dollies to transport artifacts. Bobby Foil, an artifact handler, Matt Neel, a museum technician, and Jan Sweatt, an office assistant, built eighteen dollies using scrap materials available at the museum. Ken Howard, the executive director of the museum, estimates that this suggestion saved the museum thousands of dollars.
- Tony Coggins, an Environmental Officer with the Department of Transportation, suggested the creation of a website and brochure with the names of local charity organizations in need of volunteers. Working with the State Employees Combined Campaign (SECC), the Office of State Human Resources (OSHR) compiled a list of local charities seeking volunteers on the OSHR website. This suggestion makes it easier for State employees to find ways to serve their community by donating their time. It also provides a great benefit to local organizations.
- John Woodard, a Department of Transportation (DOT) employee, suggested redesigning the standard safety vest to ensure that employees could safely access items during work. Woodard was inspired when he noticed his supervisor and fellow employees struggling to hold their extra materials while working. His design added a variety of pocket with Velcro closures to hold notepads, cellphones, maps, keys and other items. He also added a hand radio clip to the chest area of the safety vest. In addition, his design added more reflectors to the safety vest to improve worker visibility. This suggestion has been implemented and is a safety enhancement for DOT workers.

NCThinks Monetary Approvals, 2001 – 2013

Year	Monetary Approvals	Savings	Suggestor Awards 20%	Agency Retained 10%	General Fund 50%	Highway	Training Fund 10%	NCThinks 10%
2001	16	2,378,452	300,706	412,138	706,932	721,262	118,707	118,707
2002	6	235,373	47,075	1,942	8,394	152,979	12,492	12,491
2003	9	217,216	43,442	24,624	75,812	30,726	9,625	9,625
2004	9	1,001,864	73,719	41,570	135,441	0	41,570	41,570
2005	14	155,580	31,114	15,558	77,790	40,332	15,558	15,558
2006	0	0	0	0	0	0	0	0
2007	2	40,523	8,104	4,052	20,261	0	4,052	4,052
2008	2	6,350	1,270	633	3,114	0	633	633
2009	2	86,388	(2 days leave)			0		
2010	1	224,567	44,913	22,456	112,283	0	22,456	22,456
2011	1	22,195	4439	2,219	11,097	0	2,219	2,219
2012-13	0	0	0	0	0	0	0	0
Total	62	4,282,120	659,615	479,272	2,787,330	945,349	227,312	227,311

NCThinks Award Summary, 2014

YEAR	# Suggestions Approved	Number of employees honored	# Employee= Days off Awarded	Total Days Awarded
2014	3	5	2=1 day; 1= 2 days; 2= 3 days	9 days