

**PROGRAM SUMMARY****Background**

NCThinks was created in 1975 as the suggestion system for state employees. Formerly known as the State Employees Incentive Bonus Program, it was created to be administered by the Office of State Human Resources (OSHR) as a meritorious service award program that provides for equitable compensation and/or recognition to state employees who develop and submit valid suggestions that are used by the state. The program was intended to be a decentralized state program with immediate program responsibility vested with the individual agencies. The program and awards were meant to be funded from savings generated by the suggestions. However, the program has not been effective in recent years due to a lack of participation and funding.

Current Status

The lack of savings generated from NCThinks submissions resulted in the elimination of the NCThinks Administrator position in 2015. The OSHR Benefits and Rewards Coordinator has assumed administration of the program. There were no employee suggestions submitted during 2015. The Governor's 2016 budget proposal included a provision to repeal the statute authorizing NCThinks and replace it with the Governor's Awards for Excellence Program. This proposal was not included in the final budget, therefore, OSHR is exploring ways to redesign this program. The program website has been removed until funding is allocated or the program is restructured.

NCThinks Monetary Performance: 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	\$4,439	\$2,219	\$11,097	\$0	\$2,219	\$2,219
2012-13	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	62	\$2,378,452	\$300,706	\$412,138	\$706,932	\$721,262	\$118,707	\$118,707

NCThinks Awards Summary: 2014 - 2015

YEAR	Number of Suggestions Approved	Number of Employees Honored	Days Off Awarded	Total Days Awarded
2014	3	5	<ul style="list-style-type: none"> • 2 Employees / 1 day each • 1 Employee / 2 days • 2 Employees / 3 days each 	10 days
2015	0	0	0	0