

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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HOUSE BILL 2148

Short Title: Flexibility in Job Appraisal.

(Public)

Sponsors: Representatives Fitch; Stamey, Barbee, H. Hunter, Barnes, Blue, and Fussell.

Referred to: Public Employees.

May 29, 1990

A BILL TO BE ENTITLED

AN ACT TO AMEND THE PERFORMANCE PAY SYSTEM TO ALLOW SOME FLEXIBILITY REGARDING THE NUMBER OF LEVELS IN THE RATING SCALE USED TO APPRAISE THE PERFORMANCE OF STATE EMPLOYEES, WITH THE TOP TWO LEVELS OF PERFORMANCE GENERALLY QUALIFYING FOR PERFORMANCE INCREASES.

The General Assembly of North Carolina enacts:

Section 1. G.S. 126-7(c)(2) reads as rewritten:

"(2) To be eligible to distribute its share of the performance increase allocation, a department, agency, or institution shall have an operative performance appraisal system which has been approved by the State Personnel Director. The performance appraisal system adopted shall use a rating scale ~~of at least five levels, with the top three levels qualifying for performance increases, and of:~~

a. Five levels, with the top two levels qualifying for performance increases; or

b. Other than five levels, with the levels qualifying for performance increases to be designated by the State Personnel Commission, for those job classifications in those employing units where a department, agency, or institution demonstrates to the State Personnel Commission that some number of levels other than five would be appropriate, and the State Personnel Commission, after conducting a public hearing, determines that a rating scale of other than five levels is more appropriate than

1 five levels for a particular job classification within a particular
2 employing unit.
3 There shall be a presumption that a five-level system is the most
4 appropriate system, and the department, agency, or institution must
5 demonstrate with clear and convincing evidence that a different system
6 is more appropriate. The performance appraisal system adopted shall
7 adhere to modern personnel management techniques and practices in
8 common use in the public and private sectors. Departments, agencies,
9 and institutions with existing performance appraisal systems which use
10 a rating scale which is not consistent with the ~~five-level~~ system
11 described above shall have until July 1, 1991, to bring their systems
12 into compliance with this subsection."
13 Sec. 2. This act shall become effective July 1, 1990.