

1 NCAC 01O.0114 is proposed for adoption as follows:

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3 **25 NCAC 01O.0114 PERFORMANCE MANAGEMENT COMPLIANCE**

4 (a) The Office of State Human Resources shall monitor and evaluate performance management records and data to
5 ensure agency compliance.

6 (b) If an employee believes his or her manager or supervisor is failing to adhere to the performance management
7 processes, the employee should notify the next-level manager or supervisor or the agency's Human Resources office.

8 (c) The failure of a manager or supervisor to carry out the performance management process in accordance with this
9 Subchapter shall be addressed as a performance deficiency and shall result in one or more of the following:

10 (1) coaching from the next-level manager or supervisor to determine the cause(s) of the deficiency and
11 implementation of a Performance Improvement Plan;

12 (2) participating in skills enhancement training;

13 (3) monitoring and documentation of manger or supervisor progress towards improving implementation
14 of performance management; or

15 (4) the issuing of appropriate disciplinary action, up to and including dismissal.

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17 History Note: Authority G.S. 126-4;