



NOTICE OF TEXT
[Authority G.S. 150B-21.2(c)]

OAH USE ONLY

VOLUME:

ISSUE:

CHECK APPROPRIATE BOX:

- Notice with a scheduled hearing
 Notice without a scheduled hearing
 Republication of text. Complete the following cite for the volume and issue of previous publication, as well as blocks 1 - 4 and 7 - 13. If a hearing is scheduled, complete block 5.
Previous publication of text was published in Volume: Issue:

1. Rule-Making Agency: State Human Resources Commission
2. Link to agency website pursuant to G.S. 150B-19.1(e): http://www.oshr.nc.gov/Guide/SPC/rulemaking.htm
3. Proposed Action -- Check the appropriate box(es) and list <u>rule citation(s)</u> beside proposed action: <input checked="" type="checkbox"/> ADOPTION: 25 NCAC 010 .0107; 25 NCAC 010 .0108; 25 NCAC 010 .0109; 25 NCAC 010 .0110; 25 NCAC 010 .0111; 25 NCAC 010 .0112; 25 NCAC 010 .0113; 25 NCAC 010 .0114; 25 NCAC 010 .0115; 25 NCAC 010 .0207; 25 NCAC 010 .0208; 25 NCAC 010 .0209; 25 NCAC 010 .0210; 25 NCAC 010 .0211 <input type="checkbox"/> READOPTION <u>with</u> substantive changes: <input type="checkbox"/> READOPTION <u>without</u> substantive changes <input type="checkbox"/> AMENDMENT: <input checked="" type="checkbox"/> REPEAL: 25 NCAC 010 .0101; 25 NCAC 010 .0102; 25 NCAC 010 .0103; 25 NCAC 010 .0104; 25 NCAC 010 .0105; 25 NCAC 010 .0106
4. Proposed effective date: 3/1/2016
5. Is a public hearing planned? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If yes: Public Hearing date: October 8, 2015 Public Hearing time: 2:00pm Public Hearing Location: Learning and Development Center, Coastal Conference Room, 101 West Peace Street, Raleigh, NC 27603
6. If no public hearing is scheduled, provide instructions on how to demand a public hearing:

7. Explain Reason For Proposed Rule(s): The North Carolina General Assembly repealed the existing performance management (PM) statutes through ratification of H.B. 950 (Session Law 2012-142, Section 25.2C.(b)) and ordered a comprehensive review of the public employee compensation plans to include review of the performance management program (S.L. 2012-142 and Session Law 2011-145, Section 29.20). The legislation required recommendations for the design of an effective employee performance evaluation system, including the identification of effective employee performance measures and information systems to track and monitor employee performance. The Legislative Services Commission never awarded a contract for this comprehensive review. In the meantime, the Office of State Human Resources (OSHR) led the effort to comply with the State Auditor's recommendations and received authority through the passage of H.B. 834 (Session Law 2013-382) to develop criteria and standards for performance management and employee evaluations. It was determined that OSHA would lead the efforts to overhaul three primary areas related to PM: policy/rules, Process, and technology.

8. Procedure for Subjecting a Proposed Rule to Legislative Review: If an objection is not resolved prior to the adoption of the rule, a person may also submit written objections to the Rules Review Commission. If the Rules Review Commission receives written and signed objections in accordance with G.S. 150B-21.3(b2) from 10 or more persons clearly requesting review by the legislature and the Rules Review Commission approves the rule, the rule will become effective as provided in G.S. 150B-21.3(b1). The Commission will receive written objections until 5:00 p.m. on the day following the day the Commission approves the rule. The Commission will receive those objections by mail, delivery service, hand delivery, or facsimile transmission. If you have any further questions concerning the submission of objections to the Commission, please call a Commission staff attorney at 919-431-3000.

Rule(s) is automatically subject to legislative review. Cite statutory reference:

9. The person to whom written comments may be submitted on the proposed rule(s):

Name: Maggie A. Craven

Address: 1331 Mail Service Center

Raleigh, NC 27699

Phone (optional): 919-807-4805

Fax (optional):

E-Mail (optional): Maggie.Craven@nc.gov

10. Comment Period Ends: 11/02/2015

11. Fiscal impact (check all that apply).

If this form contains rules that have different fiscal impacts, list the rule citations beside the appropriate impact.

- State funds affected
- Environmental permitting of DOT affected
Analysis submitted to Board of Transportation
- Local funds affected
- Substantial economic impact (\geq \$1,000,000)
- Approved by OSBM
- No fiscal note required by G.S. 150B-21.4
- No fiscal note required by G.S. 150B-21.3A(d)(2)

12. Rule-making Coordinator: Maggie A Craven

Address: 1331 Mail Service Center
Raleigh, NC 27699

Phone: 919-807-4805

E-Mail: Maggie.Craven@nc.gov

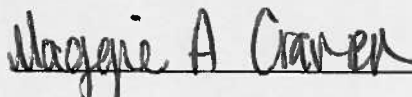
Agency contact, if any: Maggie A. Craven

Phone: 919-306-9605

E-mail: Maggie.Craven@nc.gov

13. The Agency formally proposed the text of this rule(s) on
Date: 8/28/2014 & 4/2/2015

14. Signature of Agency Head* or Rule-making Coordinator:



*If this function has been delegated (reassigned) pursuant to G.S. 143B-10(a), submit a copy of the delegation with this form.

Typed Name: Maggie A Craven

Title: Rule-making Coordinator