

Oliver-Condrey Award Policy

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§ 1. Policy

Human Resources employees serve an essential role in supporting all parts of state government. This is especially true when employees serve state agencies in Human Resources for many years and build incomparable institutional knowledge through dedicated service. The recognition program under this policy is designed to acknowledge and express appreciation for outstanding Human Resources contributions in state government for more than thirty years.

The award is named after Peggy Oliver, who served at the Office of State Personnel for over five decades starting in 1955 and became the Office's Assistant Director and statewide Human Resources Policy Administrator. It is also named after Ronnie Condrey, who served in Human Resources with three agencies starting in 1978, served more than three decades as HR Director for the Department of Insurance, and served the Office of State Human Resources as Special Advisor.

§ 2. Eligibility Criteria

Recipients of this award must have completed more than thirty years of outstanding state service in Human Resources roles. Up to 10 years of related state government experience may be considered, provided that this experience demonstrates close collaboration with HR. These years of service must be in one or more agencies in the executive branch of state government and include significant management experience.

A recipient must be viewed as a leader in state government HR. Leadership should include extensive experience in collaboration between OSHR and agency HR staff.

Those receiving the award must either (1) be expecting to retire within the next 12 months or (2) be within 12 months after retirement. The award may also be given posthumously within 12 months of the death of an employee.

Oliver-Condrey Award Policy (cont.)

§ 3. Program Administration

OSHR shall administer this award program and shall select honorees. This award is given periodically at the discretion of OSHR. It may be given as often as annually but there is no requirement to do so. The OSHR Director may designate a committee of OSHR and agency HR staff to determine recipients. Agencies may contact the Director of the Office of State Human Resources to request that the Oliver-Condrey Award be issued.

The ceremony and award will be customized to each recipient. The presentation of the award shall be administered by OSHR.

§ 4. Sources of Authority

This policy is issued under the following sources of law:

- [N.C.G.S. § 126-4\(15\)](#), which authorizes the State Human Resources Commission to establish policies on “recognition of state employees, public personnel management, and management excellence.”

It is consistent with the following Administrative Code provisions:

- [25 NCAC 01C .0901](#), which authorizes the Office of State Human Resources to establish employee recognition programs.

§ 5. History of This Policy

| Date | Version |
|-------------------|--|
| October 19, 2023 | New policy formalizing the process for providing this award, which has been informally provided in the past. The award is for employees with outstanding Human Resources contributions in state government for more than 35 years. |
| December 12, 2024 | <ul style="list-style-type: none"> • Revise to change from forty years to thirty years of outstanding Human Resources contributions in state government. • Clarify criteria and information regarding the honorees of the award. |