



NCThinks Program Administration

2019 Annual Report

Prepared by the Office of State Human Resources – April 2020

PROGRAM SUMMARY

Background The state employee suggestion system was created in 1975 and was put into statute by 1997. It was originally known as the State Employees Incentive Bonus Program and the name was changed in 2010 to NCThinks. The program 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 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	\$4,368,508	\$554,782	\$525,192	\$1,151,124	\$945,299	\$227,312	\$227,311

NCThinks Awards Summary: 2014 - 2019

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
2016	0	0	0	0
2017	0	0	0	0
2018	0	0	0	0
2019	0	0	0	0

