

State Human Resources Commission Highlights

April 19, 2023

Recruitment and Posting of Vacancies Policy

- Revised to eliminate unnecessary management preferences for degrees and experience that exceed a classification's minimum.
- Allows an “escalation process” for management preferences for additional education or experience.
 - Require approval by the Agency HRD and quarterly reporting to OSHR.
- Clarifies who may apply to "Internal to State Agency" or "Internal to NC State Government and UNC System Employees” positions.
 - Temporary employees are included only if the job posting specifically indicates that they are eligible to apply.



Clarification to Separation Rule

- Clarifies when an employee may be separated due in an inability to perform the position's duties listed in the job description or work the designated work schedule, when parties are unable to reach an agreement on a return-to-work arrangement.
- Separation described in subdivision (a)(3) of the rule applies when an employee is working with temporary or permanent work restrictions due to a work-related injury – not only when an employee is on workers' compensation leave of absence.

Dual Employment Policy

- Clarifies the statewide uniform policy to be followed when one state agency (the "borrowing agency") secures the services of an employee of another state agency (the "parent agency") on a part-time, consulting or contractual basis.
- The borrowing agency will be responsible for any overtime or compensatory time obligations beyond what would have otherwise been due from the parent agency.

Requests to Approve Continuous Postings

- Allows continuous posting for two additional classifications:



Youth Counselor,
DPS



Disability
Specialist I, DHHS

Employment Contracts Policy

- Allows agencies to enter into employment contracts with employees as a condition of the agency paying for certain kinds of optional training.
- Clarifies that the \$5,000 limit in this policy is per payment, not per course of study.

