

**STATE HUMAN RESOURCES COMMISSION MEETING
VIA WEBEX**

MEETING MINUTES – December 19, 2025

Members Present:

Members were virtual for the meeting were: Chair Veronica Patterson, Commissioner Andrea Allard, Commissioner Ross Beamon, Commissioner Doug Boyette, Commissioner Karen Rosser, and Commissioner Benton Toups. Commissioners Tye Vaught and Commissioner Tracy Webb were not available.

Opening

The Commission convened its special open meeting pursuant to N.C.G.S. § 126-2(h) at 11:19a.m.

The State Human Resources Commission (SHRC) last convened on December 11, 2025.

Pursuant to North Carolina General Statute Chapter 138A and the North Carolina Ethics Act, Acting Chair Vaught asked all attending commissioners if there were any conflicts of interest or potential conflicts of interest with respect to any matters coming before the Commission. No conflicts were presented.

There were no additions or corrections to the agenda for the December 19, 2025 special meeting.

CONSENT AGENDA

Business Session

Public Comments

There were no public comments at the December 19, 2025 State Human Resources Commission special meeting.

Total Rewards Division: Military Leave Policy

General Counsel Blake Thomas presented the revised Military Leave Policy previously presented at the December 11, 2025 meeting and recommended that the revisions proposed at that meeting by Commissioner Andrea Allard, the inclusion of the Space Force and the Commissioned Officer Corps of the National Oceanic and Atmospheric Administration, NOAA, to the list of uniform services at Section 3.1, be approved by the Commission.

There being no further discussion or questions, the Chair called for a motion to recommend approval of the Military Leave Policy as presented.

Motion: Commissioner Allard made a motion to recommend approval as presented.

Second: Commissioner Beamon seconded the motion.

A roll call vote was held and all attending members of the Commission recommended approval of the revisions to the Military Leave Policy as presented.

Motion carried.

Total Rewards/Time & Leave: 25 NCAC 01E .1006 Compensatory Time

General Counsel Blake Thomas presented revisions to 25 NCAC 01E .1006 due to objections received from the Rules Review Commission during its review of 25 NCAC 01E .1006 as revised and approved by the State Human Resources Commission at its October 18, 2025 meeting. After working with the Rules Review Commission staff, OSHR recommended additional changes to the rule text to resolve the concerns raised by members of the Rules Review Commission. OSHR requested the Commission approve of these new revisions and recommend its resubmission to the Rules Review Commission as a permanent rule.

There being no further discussion or questions, the Chair called for a motion to recommend approval of the resubmission of 25 NCAC 01E .1006 as newly revised to the Rules Review Commission as a permanent rule.

Motion: Commissioner Toups made a motion to recommend approval of the resubmission of 25 NCAC 01E .1006 as newly revised to the Rules Review Commission as a permanent rule.

Second: Commissioner Allard seconded the motion.

A roll call vote was held and all attending members of the Commission recommended approval of the resubmission of 25 NCAC 01E .1006 as newly revised to the Rules Review Commission as a permanent rule.

Adjournment

There being no further discussion or questions, the Chair called for a motion to adjourn.

Motion: Commissioner Rosser so moved.

Second: Commissioner Toups seconded the motion.

A roll call vote was held and all attending members of the Commission agreed to adjourn the December 19, 2025 SHRC Special Meeting.

Motion carried.

The Commission adjourned at 11:31 a.m.

Executive Session

Minutes of the December 19, 2025 State Human Resources Commission Special Meeting

The State Human Resources Commission did not have an executive session at its December 19, 2025 SHRC special meeting.

Minutes submitted by:

Denise H. Mazza,

State Human Resources Commission Administrator