

**State Human Resources Commission
Report/Policy Summary
September 24, 2026**

Title of Policy/Report/Rule: Appointment Types and Career Status Policy

Link to Current Policy: [Appointment Types and Career Status Policy](#)

Purpose: This policy defines various appointment types including eligibility criteria and defines career state employee status. In addition, the policy summarizes eligibility for benefits such as leave earning, health insurance, retirement, etc. based on appointment type and employment status (full-time or part-time). The proposed changes align the Appointment Types and Career Status Policy with the Public Workforce Modernization Act (S.L. 2026-40).

Effective Date: The changes become effective when recommended by the State Human Resources Commission and approved by the Governor but not sooner than October 1, 2026.

Summary of Proposed Policy/Report/Rule and Revision(s): Updates the policy to reflect changes to appointment types and attaining a career appointment enacted by S.L. 2026-40, which replaces Chapter 126 of the General Statutes with Chapter 126A.

- Creates a new structure for appointment types. There are now three permanent appointment types: probationary, permanent experiential, and career; three non-permanent appointment types-temporary, time-limited, and non-permanent experiential; and exempt appointments.
- Adds permanent and non-permanent experiential appointment types. They are intended to provide hiring flexibility for work-based learning roles. Permanent experiential appointments, if successfully completed, lead to a career appointment.
- Allows experiential program of work-based learning to last up to four years.

Updates the policy to reflect changes to the probationary period to attain a career appointment.

- Allows the probationary period to be extended beyond 12 months once by six months if the manager needs additional time to assess the employee's performance.
- Allows employees to attain a career appointment by successfully completing a experiential program while in a permanent experiential appointment.
- Requires an employee to complete a probationary period if the work-based learning program is less than 12 months.

Edits the policy to use plain language.

Commission Action Requested: Motion to repeal the current Appointment Types and Career Status Policy and Adopt the new Appointment Types and Career Status Policy.

Associated Rule(s) or Statute(s) (if applicable): N.C.G.S. § 126A-1-10, (S.L. 126A-10) § 126A-1-11 (S.L. 126A-10.1), § 126A-1-20 (S.L. 126A-15), § 126A-1-22 (S.L. 126A-15.2), § 126A-5-1(a)(5) (S.L. 126A-50), § 126A-9-1 (S.L. 126A-90). The associated rules no longer align with statute.

Submitted/Presented by: Anna Perkinson, Deputy General Counsel for Policy and Programs