



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

TO: Agency Heads, Chancellors, Human Resources Directors, and Other Interested Parties

**FROM: Denise H. Mazza, Administrator
State Human Resources Commission**

DATE: August 21, 2024

**RE: Approved Personnel Actions for the August 15, 2024
State Human Resources Commission Meeting**

Please see below the following personnel actions that were approved on August 20, 2024 by the Governor's Office and by the State Human Resources Commission at the August 15, 2024 meeting. These statements are summaries only; see the documentation for full details.

B. Diversity and Workforce Services/Local Government: Substantial Equivalency in Recruitment, Selection, and Advancement for Burke County

Burke County requests substantially equivalent status for one portion of personnel administration: Recruitment/Selection/Advancement. After review, OSHR recommended the request be granted based on the documentation provided. See the attached supporting materials at the link provided below.

C. Diversity and Workforce Services/Local Government: Amendments to 25 NCAC 01I .2103 Salary Rate

Rule 01I .2103 applies to local government employees who are subject to the State Human Resources Act. These are employees of local social services departments; county or district health departments; local emergency management agencies that receive federal grant-in-aid funds; and area mental health, developmental disabilities, and substance abuse authorities. An Administrative Code change is required to give local government employers the same flexibility. Local government employers expressed interest in getting this authority. The Office of State Human Resources included a provision on this subject in Section 7 of the OSHR agency bill, House Bill 223. The bill was signed by the Governor on June 28, 2024. Section 7 of the bill reads:

“SECTION 7. The State Human Resources Commission shall adopt temporary rules, followed by permanent rules, concerning the hiring and compensation of trainees for local government positions that are subject to the State Human Resources Act. The Commission shall submit the rules and notice of public hearing to the Codifier of Rules no later than 60 days from the effective date of this act.”

The enclosed change to Rule 01I .2103 would give local governments the same trainee salary flexibility as state agencies. OSHR has also proposed clarifying changes to other portions of Rule 01I .2103, because the Rules Review Commission reviews the entire rule (not only the portions with changes) when a rule is proposed to be modified, and the Rules Review Commission closely scrutinizes whether a proposed rule is “clear and unambiguous” under G.S. 150B-19.1(a). See the summary report sheet for specific details about the revisions.

The items are available to view on the State Human Resources Commission’s HR Directors’ SharePoint site at:

[State Human Resource Commission - 2024 08 15 SHRC Special Meeting - All Documents \(sharepoint.com\)](#)