

**STATE HUMAN RESOURCES COMMISSION MEETING
VIA WEBEX**

MEETING MINUTES – August 15, 2024

Members Present:

Members present on the Webex for the meeting were: Commissioner Dekhasta Becton Rozier, Chair, Commissioner Andrea Allard, Commissioner Ross Beamon, Commissioner Doug Boyette, Commissioner April Page, Commissioner Philip Strach; Commissioner Tye Vaught and Commissioner Tracy Webb.

Other Attendees

Other attendees present: Glenda Farrell, Chief Deputy, and Twanetta Lytle Alston, Deputy Director, Office of State Human Resources; General Counsel Blake Thomas, Assistant General Counsel Anna Perkinson, and Legislative Liaison Lockhart Taylor, Legal Division, Office of State Human Resources; Denise H. Mazza, State Human Resources Commission Administrator, Office of State Human Resources; Bailey Bruce, Dominick D'Earsmo, and Susan Reeves, Office of State Human Resources; Pam Hess, Department of Agriculture and Consumer Services; Keita Cannon, HR Director, NC Office of the State Auditor; Barbara Williams, NC DHHS; Janet DeVane, HRD, NC Department of Public Instructions; Libby Faulkner, HRD, and Kim Rogva; NC HFA; Tonya Fields, NC Department of Public Safety; Diane McCann, HRD, NC Department of Revenue; Eric Frey, HRD, NC State Bureau of Investigation; Josephine Stith, HRD, NC Treasurer Office; and Chris Chiron, Associate Vice President for HR Policy, University System.

Opening

The Commission convened its open meeting pursuant to N.C.G.S. § 126-2(h) at 9:01 a.m. via Webex Teleconference.

The State Human Resources Commission (SHRC) last convened on July 11, 2024.

Pursuant to North Carolina General Statute Chapter 138A and the North Carolina Ethics Act, Chair Rozier asked all 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 August 15, 2024 meeting.

CONSENT AGENDA

Deputy Director Twanetta LytleAlston presented one exception granted under 25 NCAC 01A .0104 since the July 11, 2024 Commission meeting as follows:

OSHR approved the North Carolina Office of the State Auditor (OSA) written exception request to allow OSA to settle a claim with the Petitioner related to the State Human Resources Act utilizing a

lump sum payment in lieu of back pay provisions in the administrative code. This exception was necessary given the desire of both parties to settle prior to the scheduled hearing date at the Office of Administrative Hearings.

This exception met the conditions in accordance with the law and the conditions stated in the rule.

Business Session

Public Comments

There were no public comments at the August 15, 2024 State Human Resources Commission Special meeting.

Diversity and Workforce Services/Local Government

Local Government Manager Dominick D’Erasmus presented Burke County’s Request for Substantial Equivalency in Recruitment, Selection, and Advancement. Reminding the Commission that the State Human Resources Act allows local governing bodies to petition the State Human Resource Commission to determine whether any portion of their personnel system is substantially equivalent to the Commission’s rules. He stated that the evaluative criteria and the checklist that were provided for the Burke County request to the Commissioners were reviewed for compliance with the applicable program requirements and were found to meet the requirements to be substantially equivalent in the Recruitment, Selection and Advancement program area.

There being no further discussion or questions, the Chair called for a motion to recommend approval of Burke County’s request for Substantial Equivalency in Recruitment, Selection and Advancement.

Commissioner Beamon stated for the record that in viewing Burke County’s statement that it is the policy of Burke County to fill vacancies with the best qualified candidates available with the language at Section C which states Burke County is committed to a diverse and inclusive workforce, employers are to absolutely hire the best qualified candidate available. He added that although it’s good to have a diverse workforce, the best qualified candidate is always the first one considered, and not just someone hired just to check a box.

D’Erasmus thanked the Commissioner and stated he believed that Burke County was in compliance with that requirement and that they select the best applicant for the position based on its submitted policies and procedures.

Motion: Commissioner Beamon made a motion to recommend approval of Burke County’s request for Substantial Equivalency in Recruitment, Selection and Advancement.

Second: Commissioner Page seconded the motion.

A roll call vote was held and all attending members of the Commission recommended approval of Burke County's request for Substantial Equivalency in Recruitment, Selection and Advancement.

Motion carried.

Diversity and Workforce Services/Local Government

Local Government Manager Dominick D'Erasmus then presented proposed amendments to 25 NCAC 01I .2103 Salary Rate based on House Bill 223, supported by OSHR, that was signed by Governor Cooper on June 28, 2024. The House Bill directed revisions to this rule. Local government clients have expressed great interest in obtaining this flexibility and fully support this revision as evidenced by the report summary provided. Trainee salaries were previously closely limited to below the minimum of the salary range. These changes give local governments the same trainee salary flexibility as State agencies by allowing local government clients to offer a more competitive trainee salary when needed. D'Erasmus closed by recommending approval of the revisions as a temporary rule.

There being no further discussion or questions, the Chair called for a motion to recommend approval of beginning the temporary rulemaking process for the amendments to 25 NCAC 01I .2103 Salary Rate.

Motion: Commissioner Strach made a motion to recommend approval of beginning the temporary rulemaking process for the amendments to 25 NCAC 01I .2103 Salary Rate.

Second: Commissioner Vaught seconded the motion.

A roll call vote was held and all attending members of the Commission recommended approval of beginning the temporary rulemaking process for the amendments to 25 NCAC 01I .2103 Salary Rate.

Motion carried.

Adjournment

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

Motion: Commissioner Allard so moved.

Second: Commissioner Page seconded the motion.

A roll call vote was held and all currently attending members of the Commission agreed to adjourn the August 15, 2024 SHRC Special Meeting.

Minutes of the August 15, 2024 State Human Resources Commission Special Meeting

Motion carried.

The Commission adjourned at 9:14 a.m.

Executive Session

The State Human Resources Commission did not have an executive session at its August 15, 2024 SHRC Special meeting.

Minutes submitted by:
Denise H. Mazza,
State Human Resources Commission Administrator