

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

Title of Policy/Report/Rule: 25 NCAC 01C-Personnel Administration

Purpose: These rules establish provisions around certain areas of personnel administration.

Period Covered (if applicable): The changes become effective following completion of the permanent rulemaking process.

Summary of Proposed Policy/Report/Rule and Revision(s):

We are proposing repeal of the rules below through the rule-making process. This vote would publish the following rules for repeal in the Register. The rules proposed for repeal are either unnecessary, outdated, or covered by OSHR policy. OSHR has a broad rule-making exception in N.C.G.S. 150B-2(8a)(i) and the information in these rules falls within our rule-making exception because all necessary information from the rules is incorporated in the corresponding OSHR policy on the noted topic. The Public Workforce Modernization Act, Chapter 126A replaces Chapter 126 as of October 1, 2026. Therefore, much of the language in the rules no longer accurately corresponds with new Chapter 126A. Where it does not conflict with the law because OSHR has general policy making authority, the policies in these areas require updating and modernization that is prevented by the existing rules.

Repealing these rules will allow OSHR to modernize our policies without going through the rule-making process, making it possible for OSHR to be nimble and create a Human Resources system that can be forward thinking and responsive to changing needs of employees and agencies. These are the rules remaining in Subchapter 01C:

- SECTION .0200 - GENERAL EMPLOYMENT POLICIES
 - The information in this section is in policy and falls within rulemaking exception.
- SECTION .0400 – APPOINTMENT
 - Chapter 126A significantly revises the appointment types. These revisions and new appointment types have been incorporated into policy, which no longer corresponds with the rules. Additionally, because the information in this section is in policy it falls within rulemaking exception.
- SECTION .0500 - WORK SCHEDULE
 - The information in this section is in policy and falls within rulemaking exception.
- SECTION .0700 - SECONDARY EMPLOYMENT
 - The information in this section is in policy and falls within rulemaking exception.
- SECTION .0800 -- REQUIREMENTS FOR TELEWORKING PROGRAMS
 - The information in this section is in policy and falls within rulemaking exception.
- SECTION .0900 - EMPLOYEE RECOGNITION PROGRAMS
 - The information in this section is in policy and falls within rulemaking exception.
- SECTION .1000 – SEPARATION
 - The information in this section is in policy and falls within rulemaking exception.

Commission Action(s) Requested: Motion to repeal the rules in Subchapter 01C as presented.

Associated Rule(s) and Statute(s) (if applicable): 126A-1-10 (S.L. 126A-10); 126A-2-3 (S.L. 126A-22); 126A-5-1(a)(5) (S.L. 126A-50), 126A-7-10 (126A-72)

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