



**STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES**

JOSH STEIN
GOVERNOR

STACI MEYER
DIRECTOR

July 7, 2026

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

FROM: Staci Meyer, Director

RE: June 25, 2026 State Human Resources Commission Meeting Approved Actions

Please see below for the personnel actions that the State Human Resources Commission (SHRC) recommended for approval at the June 25, 2026, meeting and the Governor's Office subsequently approved. These statements are summaries only; see the documentation at the link below for full details.⁷

B. Classification & Compensation Revisions

This action revised six agency-specific classifications within the Departments of Revenue and Transportation and the State Bureau of Investigation (SBI), abolished two classifications within the SBI, and created one new classification (Business Systems Analyst III).

C. Managing the Employee Work Cycle Policy

This action revised the Managing Employee Work Cycle Policy as follows:

- Changed the name of the policy to "Managing Employee Work."
- Made minor technical corrections to the policy adopted in March, 2026.
- Added two new sections:
 - Section 9, Recognizing Exceptional Performance.
 - Section 10, Addressing Unsatisfactory Performance.

D. Repeal Rewards & Recognitions Policy

This action repealed the Rewards & Recognition policy, replacing it with the new Section 9 in the Managing Employee Work policy.

E. Conforming Policies to the new Managing Employee Work Policy

This action made conforming changes to the following policies:

- Appointment Types and Career Status Policy
- Disciplinary Action Policy

- Employee Grievance Policy
- Equal Employment Opportunity Diversity Fundamentals Policy
- Equal Employment Opportunity Policy
- Pay Administration Policy
- Reduction -in-Force and Furlough Policy
- Sign-on and Retention Bonus Policy
- Teleworking Program Policy

Conforming changes including the following, where relevant:

- Updating performance ratings names to reflect rating names in the new policy,
- Renaming the Annual Performance Evaluation to Annual Progress Review, and
- Making minor technical changes to reflect new policy and to correct typos and misspellings.

For the Disciplinary Action policy, this action also:

- Updated the list of examples of unsatisfactory job performance to reflect the list in the Managing Employee Work policy.
- Removed the section on performance improvement plans; that section of the administrative code has been repealed.

F. On-Call & Emergency Callback Pay Policy

This action revised the policy to conform to current practices, including utilizing hiring and retention considerations among the factors evaluated by OSHR when determining on-call pay rates, added public safety as an eligible occupational group for on-call pay, and updated maximum on-call pay rates.

G. Personal Observance Leave Policy

This action removed a reference to OSHR's prior Chief Deputy and updated the method by which non-cabinet agencies notify OSHR of their participation in this policy.

Complete documentation for the June 25, 2026, meeting can be found at: [2026 June 25th SHRC Meeting](#)