

STATE HUMAN RESOURCES COMMISSION MEETING VIA WEBEX

MEETING MINUTES – SEPTEMBER 24TH, 2026

Members Present:

Members present on the Webex for the meeting were: Chair Veronica Patterson, Commissioner Douglas Boyette, Commissioner Cheryl Richards, Commissioner Karen Rosser, Commissioner Benton Touns, Commissioner Tracy Webb, Commissioner Tye Vaught

Other Attendees:

Attendees present from the Office of State Human Resources (OSHR): Staci Meyer, Mary Penny Kelley, Anna Perkinson, Lanier McRee, Nancy Astrike, Kristin Siemek, Abrah Furbee, Clara Hazzard, Dan VanWinkle, Mia Bass, Megan Church, Dominick Derasmo, April Carden, Celeste Coates, Colie Cashwell, Katie Black, Yolanda Crudup, Stephanie Davis, Helen Dicken, Dr. Natalie Montague, Lianna Bello, Ella Dyer, Lorraine Dulin, Brittany Evans, Linda Forsberg, Heather Garrett, Creshaye Graham, April Griggs, Melody Hairston, James Harris, Jennifer Harrison, LaSondra Irving, Isela Kiaku, Harleigh Kramer, Tammi Krogman, Mick Kulikowski, Sharon Lipps, Amber May, Anchal Mishra, Randy Mizelle, Sherry Peele, Karen Cheek, Rebecca Smith, Racquel Sanders, Schorr Johnson, La'Quita Alston, Lorence Crossett, Ramesh Chinnam, Cynthasia Shepard-Goodson, Steven Stewart, Sonya Harris, Regina Streaty, Cindy Taveras, Wanda Taylor, Tia Wilder, Taylor Tate, & James Weston

Other attendees: John Alexander, Devon Barnhardt, Kechi Johnson, Belinda Keller, Beth Travis, Beverly Little, Billy McAllister, Blake Thomas, Bridget Edwards, Keita Cannon, Lucas Cantina, Cashaunda Holman, Cassandra Harris-Skinner, Christine Carr, Dan Hill, David Ceasar, Davita Morant, Deborah Cash, Delya Tharrington, Devon Freed, Donald Phillips, Dylan Morris, Russell Eubanks, Faith Riggsbee, Hollie Thornton, Janet Blount, Jennifer Christeson, Jerry Daniels, Jessica Lamb, Jessica Macari, Jill M, Jimmie Bellamy, Joe Marro, John Wilson, Joseph Newsome, Joseph Gilroy, Kara Rouse, Kim Campbell, Kim Sommerdorf, Kimberly Dickens, Kimberly Winters, Kristen Bierline, Kristopher Joyce, Kyra Beatty, LaTosha Whitted, Leigh Ann Woodside, Leslie Saucedo, Linda Teal, Liz Shareef, Georgia MacBride, Magnolia Lugo, Mark Johnson, Mary Elizabeth Wilson, Matt Cockman, Melissa Goins, Melonie Cash, Mike DeLuca, Paige Worsham, Pamela Hess, Paul Boyles, Priscilla Djelloul, Renita F., Ronnean Collins, Sam Hart, Samantha Griffin, Scarlett Hargis, Shakeyia Hazell, Shontae Lashley, Sophie Plott, Mel Stoss, Tameka Judd, Kathleen Tardiff, Thomas Walker, Ronya Fields, Tylisa Finley, Kyla Virden, Yolanda Davis, 4238****03 (unidentified user), & 6507****53 (unidentified user)

I. Call to Order & Ethics Statement

Chair Veronica Patterson

Chair Patterson introduced the newest member of the Commission, Dr. Richards. Chair Patterson then called the meeting to order and called roll. Forum was achieved and Chair Patterson read the ethics statement.

Pursuant to North Carolina General Statute Chapter 138A and the North Carolina Ethics Act, Chair Veronica Patterson asked all attending Commissioners if there were any conflicts of interest or potential conflicts of interest with respect to any matters coming before the Commission.

There were no conflicts of interest or potential conflicts raised by commissioners.

Chair Patterson introduced a note about voting, previous meeting used voting by unanimous consent this meeting will change to the roll call vote as it gives commissioners more opportunities to engage with each topic. After each vote and a second, Chair Patterson will call for the vote of each present member.

II. Approval/Adjustments to Agenda

Chair Veronica Patterson

Chair Patterson called for any changes to the agenda. No objections were noted. Commissioner Rosser introduced the motion, Commissioner Webb seconded. Vote called for.

Boyette – abstain

Richards – abstain

Rosser – Aye

Toups – Aye

Webb – Aye

Agenda was approved

III. Approval of Prior Meeting Minutes

Chair

Veronica Patterson

A. March Meeting Minutes

Motion introduced by Commissioner Webb, seconded by Commissioner Toups.
Vote called for

Boyette –

[Chair Patterson introduced confusion when responding to Commissioner Boyette's question regarding the if the vote was on the minutes from the March meeting or the agenda for the current meeting. Commissioner Boyette voted Aye, but it is unclear which they were voting for]

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

Motion carried.

[Chair Patterson then clarified the vote/motion was to be for the March Meeting Minutes, asked if anyone would need to abstain, Commissioner Boyette abstained, Commissioner Richards' reply could not be heard as they did not unmute, Chair Patterson then moved onto the June Meeting Minutes without re-stating if the motion for the March Minutes had passed/carried]

B. June Meeting Minutes

Motion introduced by Commissioner Webb, seconded by Commissioner Toups.

Vote called for.

Boyette – Abstain

Richards – [Could not hear Commissioner Richards reply as they did not unmute.]

Rosser – Aye

Toups – Aye

Webb – Aye

Motion carried.

IV. State Human Resources Director's Report

Director Staci Meyer

Director Meyer read a report on the Office of State Human Resources' recent efforts. Governor Stein signed the Public Workforce Modernization Act (PWMA) into law in July 2026, which touches every part of how state employees are hired. The PWMA passed unanimously in the General Assembly and is the most significant overhaul to North Carolina's HR Laws in 60 years and goes into effect on October 1, 2026. Generally, the act focuses on expanding benefits, career growth opportunities for state employees, and on increasing state flexibility, expanding parental leave, makes bereavement leave consistent for all state agencies, increasing vacation leave for employees, & also authorizes additional compensation and leave flexibility for agencies. The new law responds to the multiple challenges facing hiring for state government by creating new pathways into public service. Changes like work-based-learning opportunities (apprenticeships) and skills-based learning (to bring in a wider talent pool), expanding the Veteran's preference to the spouses of active-duty military, speed up the hiring process, allows agencies to convert high-performing temporary employees into permanent employees, allows employees to move laterally

between agencies, & job matching through JoinNC to increase efficiency. The NC State Employee Viewpoint survey is an effort to learn what it is like to work for the state, to learn what we can do better, and what tools employees need to succeed, which will be a repeated effort to continually improve. OSHR is holding online office hours to help agency directors & relevant staff to keep up to date with the changes.

V. Public Comment

Chair Patterson opened the floor for public comment. There were no public comments.

VI. Classification & Compensation Changes

Felicia Bridges

Felicia requested the creation of 3 new classifications, revision of 2 classifications, and abolishment of 4 unneeded classifications. The roles were read through as the Commission was shown a chart displaying the roles and their reasons for SHRC review. Approval was requested by Felicia.

Chair Patterson called for any questions from commissioners. Commissioner Webb introduced the motion to accept the classifications as presented. Commissioner Rosser seconded. A vote was called for.

i. Commission Action Requested:

- Motion to approve new classifications as presented. Introduced by Commissioner Webb, seconded by Commissioner Rosser. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

Motion carried.

- Motion to approve revisions to classifications as presented. Introduced by Commissioner Toups, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

Motion carried.

- Motion to approve abolishing classifications no longer needed. Introduced by Commissioner Rosser, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

Motion carried.

VII. Policy Updates

A. Personnel Records Policy

Anna Perkinson

Anna Perkinson introduced the changes coming to the Personnel Records Policy on October 1, 2026.

- i. Commission Action Requested: Motion to approve revisions as presented.

Introduced by Commissioner Rosser, seconded by Commissioner Richards. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

Motion carried.

B. Veterans and National Guard Preference Policy

Clara Hazzard

Clara Hazzard presented the updates and changes to the Veterans & National Guard policy coming October 1, 2026.

i. Commission Action Requested: Motion to approve revisions as presented.

Introduced by Commissioner Webb, seconded by Commissioner Richards. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

C. HR Commission Policy

Lanier McRee

Lanier McRee presented the changes to the operating procedures and policies for the HR Commission.

i. Commission Action Requested: Motion to repeal State HR Commission policy and adopt standard operating procedures as presented.

Introduced by Commissioner Webb, seconded by Commissioner Richards. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

D. Form I-9 and Employment Eligibility Verification Policy

Kristin Siemek

Kristin Siemek presented the changes to form I9 and Employment Eligibility Verification Policy coming October 1, 2026.

i. Commission Action Requested: Motion to approve revisions as presented.

Introduced by Commissioner Rosser, seconded by Commissioner Richards. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Webb – Aye

E. Appointment Types and Career Status Policy

Anna Perkinson

Anna Perkinson introduced the changes coming with the approval of Chapter 126(a) coming October 1, 2026.

- i. Commission Action Requested: Motion to repeal current Appointment Types policy and adopt the new Appointment Types policy as presented.

Introduced by Commissioner Webb, seconded by Commissioner Toups. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

F. Leave Policies

Lanier McRee

Lanier presented the new employee leave options policy coming October 1, 2026.

- i. Commission Action Requested: Motion to repeal 17 leave policies, presented in Table 1 of the summary sheet, and adopt the new Employee Leave Options policy as presented.

Introduced by Commissioner Vaught, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

G. S.L. 2026-40 Conforming Changes

Lanier McRee

Lanier introduced changes to the state law to conform policies to changes in the Public Workforce Modernization Act (S.L. 2026-40)

i. Commission Action Requested: Motion to authorize OSHR staff to make conforming changes, including correcting statutory references and appointment type and correcting policy title cross-references, in all OSHR policies.

Introduced by Commissioner Toups, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb –Aye

VIII. Rules Review

Anna Perkinson

A. Subchapter 01A

i. Commission Action Requested: Motion to repeal the rules in Subchapter 01A as presented.

Introduced by Commissioner Rosser, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

B. Subchapter 01B

i. Commission Action Requested: Motion to adopt the rules in Subchapter 01B as presented.

Introduced by Commissioner Vaught, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

Motion carried.

C. Subchapter 01C

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

Introduced by Commissioner Richards, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

Motion carried.

D. Subchapter 01E

i. Commission Actions Requested: Motion to adopt the rules in Subchapter 01E as presented.

Introduced by Commissioner Richards, seconded by Commissioner Vaught. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

Motion carried.

E. Subchapter 01H, Section .1100

i. Commission Action Requested: Motion to approve recommending repeal to the Codifier of Rules pursuant to N.C.G.S. § 150B-21.7

Introduced by Commissioner Vaught, seconded by Commissioner Webb. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

F. Subchapter 01H .0631 and .0635, 01K

i. Commission Action Requested: Motion to recommend these rules be submitted to the Rules Review Commission for repeal as presented.

Introduced by Commissioner Webb, seconded by Commissioner Richards. Vote called for.

Boyette – Aye

Richards – Aye

Rosser – Aye

Toups – Aye

Vaught - Aye

Webb – Aye

IX. Adjournment

Chair Patterson announced completion of the agenda and the adjournment of the meeting.

The Commission adjourned at 11:34 AM on Thursday, September 24, 2026.

Minutes submitted by: Taylor Tate, OSHR Confidential Executive Assistant