



STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES
1331 MAIL SERVICE CENTER • RALEIGH, NC 27699-1331

PAT MCCRORY
GOVERNOR

C. NEAL ALEXANDER, JR.
STATE HUMAN RESOURCES DIRECTOR

MEMORANDUM

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

FROM: LaShanda Langley, Administrator
State Human Resources Commission

DATE: September 4, 2014

RE: **Approved Personnel Actions for the August 2014 State Human
Resources Commission Meeting**

Please see below for the following personnel actions that were approved by the Governor's Office and the State Human Resources Commission at the **August 28, 2014** State Human Resources Commission meeting.

The Commission approved the following actions:

1. Minutes for the June 19, 2014 and July 9, 2014 State Human Resources Commission Meeting
2. State Classification and Compensation Recommendations
3. 2013 Annual Report on State Government Equal Employment Opportunity
4. Performance Management Policy
5. Reduction in Force Policy
6. Reduction in Force Priority Policy

7. Severance Salary Continuation Policy
8. Unlawful Workplace Harassment Policy
9. RTR Policy
10. Rules - Temporary to Permanent Status (Begin Rulemaking Process)
 - 25 NCAC 01B .0350 TIME FRAME FOR RAISING ALLEGATION OF DISCRIMINATION - AMEND
 - 25 NCAC 01B .0413 EXERCISE OF COMMISSION DISCRETION - AMEND
 - 25 NCAC 01C .0311 EMPLOYEE OBJECTION TO MATERIAL IN FILE - AMEND
 - 25 NCAC 01C .0403 TRAINEE APPOINTMENTS - AMEND
 - 25 NCAC 01C .0404 PROBATIONARY APPOINTMENTS - AMEND
 - 25 NCAC 01D .0201 INITIAL EMPLOYMENT - AMEND
 - 25 NCAC 01E .0901 APPROVED HOLIDAYS - AMEND
 - 25 NCAC 01H .1103 DENIAL OF VETERANS' PREFERENCE - AMEND
 - 25 NCAC 01J .0603 APPEALS - AMEND
 - 25 NCAC 01J .0610 WRITTEN WARNING - AMEND
 - 25 NCAC 01J .0615 INVESTIGATORY LEAVE - AMEND
 - 25 NCAC 01J .0616 CREDENTIALS - ADOPT
 - 25 NCAC 01J .0617 DISCRIMINATION AND RETALIATION - ADOPT
 - 25 NCAC 01J .0618 APPEAL OF DENIAL OF VETERAN'S PREFERENCE - ADOPT
 - 25 NCAC 01J .1201 GENERAL PROVISIONS - REPEAL
 - 25 NCAC 01J .1202 AGENCY RESPONSIBILITIES - REPEAL
 - 25 NCAC 01J .1203 AGENCY GRIEVANCE REPORTS - REPEAL
 - 25 NCAC 01J .1204 DISCRIMINATION AND RETALIATION / SPECIAL PROVISIONS - REPEAL
 - 25 NCAC 01J .1205 UNLAWFUL WORKPLACE HARASSMENT - REPEAL
 - 25 NCAC 01J .1206 TIME LIMITS - REPEAL
 - 25 NCAC 01J .1207 FINAL AGENCY ACTION - REPEAL
 - 25 NCAC 01J .1208 LEAVE IN CONNECTION WITH GRIEVANCES - REPEAL
 - 25 NCAC 01J .1301 MINIMUM PROCEDURAL REQUIREMENTS - REPEAL
 - 25 NCAC 01J .1302 GENERAL AGENCY GRIEVANCE PROCEDUREREQUIREMENTS - ADOPT
 - 25 NCAC 01J .1303 AGENCY AND UNIVERSITY GRIEVANCE REPORTS AND DATE ENTRY - ADOPT
 - 25 NCAC 01J .1304 SETTLEMENTS/CONSENT AGREEMENTS IN GRIEVANCES, CONTESTED CASES - ADOPT
 - 25 NCAC 01J .1305 OFFICE OF STATE HUMAN RESOURCES REVIEW AND APPROVAL OF FINAL AGENCY DECISION (FAD) - ADOPT

25 NCAC 01J .1306 BACK PAY - ADOPT
 25 NCAC 01J .1307 FRONT PAY - ADOPT
 25 NCAC 01J .1308 LEAVE - ADOPT
 25 NCAC 01J .1309 HEALTH INSURANCE - ADOPT
 25 NCAC 01J .1310 INTEREST - ADOPT
 25 NCAC 01J .1311 REINSTATEMENT - ADOPT
 25 NCAC 01J .1312 AUSES FOR REINSTATEMENT - ADOPT
 25 NCAC 01J .1313 SUSPENSION WITHOUT PAY - ADOPT
 25 NCAC 01J .1314 DISCRIMINATION, HARASSMENT, OR RETALIATION -
 ADOPT

 25 NCAC 01J .1315 VOLUNTARY PROGRAMS OR BENEFITS - ADOPT
 25 NCAC 01J .1316 REMEDIES FOR PROCEDURAL VIOLATIONS - ADOPT
 25 NCAC 01J .1317 REMEDIES: SALARY ADJUSTMENTS - ADOPT
 25 NCAC 01J .1318 CERTAIN REMEDIES NOT AVAILABLE - ADOPT
 25 NCAC 01J .1319 SITUATIONS IN WHICH ATTORNEY'S FEES MAY BE
 AWARDED - ADOPT

 25 NCAC 01J .1320 ATTORNEY'S FEES MAY BE AWARDED AS A RESULT
 OF A SETTLEMENT - ADOPT

 25 NCAC 01J .1401 MINIMUM PROCEDURAL REQUIREMENTS - REPEAL
 25 NCAC 01J .1402 FLEXIBILITY - REPEAL
 25 NCAC 01J .1403 INFORMAL MEETING WITH SUPERVISOR - REPEAL
 25 NCAC 01J .1404 MEDIATION PROCEDURE - REPEAL
 25 NCAC 01J .1405 CONCLUSION OF MEDIATION - REPEAL
 25 NCAC 01J .1406 LIMITATIONS ON A MEDIATION AGREEMENT -
 REPEAL

 25 NCAC 01J .1407 POST MEDIATION - REPEAL
 25 NCAC 01J .1408 EMPLOYEE RESPONSIBILITIES FOR MEDIATION -
 REPEAL

 25 NCAC 01J .1409 AGENCY RESPONSIBILITIES FOR MEDIATION -
 REPEAL

 25 NCAC 01J .1410 OFFICE OF STATE PERSONNEL RESPONSIBILITIES -
 REPEAL

 25 NCAC 01J .1411 AGENCY PROCEDURAL REQUIREMENTS FOR
 EMPLOYEE MEDIATION AND GRIEVANCE POLICY -
 REPEAL

 25 NCAC 01J .1412 OFFICE OF STATE PERSONNEL RESPONSIBILITIES FOR
 EMPLOYEE MEDIATION AND GRIEVANCE PROCESS -
 REPEAL

These items will be available to view at the Office of State Human Resources website at <http://www.oshr.nc.gov> once the site has been updated.

Cc: C. Neal Alexander, Jr., Director of the Office of State Human Resources
 Paula Woodhouse, Deputy Director of the Office of State Human Resources