



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:** April 10, 2015

**RE:** **Approved Personnel Actions for the April 2015 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 **April 2, 2015** State Human Resources Commission meeting.

The Commission approved the following actions:

1. Approval of Minutes for the February 5, 2015 SHRC Meeting  
(**Commission Action: Motion to Approve Minutes**)
2. Agency PM Policy  
(**Commission Action: Motion to Amend the  
Performance Management Policy**)

**Associated Rules - Commission Action: Motion to approve recommended actions to revise  
the following rules that were in the rulemaking process as follows:**

25 NCAC 01J .0901	A PROCEDURE SPECIFICALLY DESIGNED ONLY PERFORMANCE PAY DISPUTES - REPEAL
25 NCAC 01J .0902	REVIEW/PERFORMANCE PAY DISPUTES USING THE GRIEVANCE PROCEDURE - REPEAL
25 NCAC 01J .0903	DEFINITIONS - REPEAL
25 NCAC 01O.0101	POLICY - REPEAL

AN EQUAL OPPORTUNITY EMPLOYER  
116 WEST JONES STREET • RALEIGH, NC • TELEPHONE: (919) 807-4800  
WWW.OSHR.STATE.NC.US

- 25 NCAC 01O.0102 PURPOSE - REPEAL
- 25 NCAC 01O.0103 COMPONENTS OF A PERFORMANCE MANAGEMENT SYSTEM - REPEAL
- 25 NCAC 01O.0104 RATING SCALE - REPEAL
- 25 NCAC 01O.0105 DISPUTE RESOLUTION - REPEAL
- 25 NCAC 01O.0106 MONITORING, EVALUATING, REPORTING – REPEAL
- 25 NCAC 01O.0107 PERFORMANCE MANAGEMENT POLICY – ADOPT
- 25 NCAC 01O.0108 PERFORMANCE MANAGEMENT COVERED EMPLOYEES – ADOPT
- 25 NCAC 01O.0109 PERFORMANCE MANAGEMENT POLICY DEFINITIONS – ADOPT
- 25 NCAC 01O.0110 PERFORMANCE CYCLE - ADOPT
- 25 NCAC 01O.0111 DOCUMENTATION OF PERFORMANCE - ADOPT
- 25 NCAC 01O.0112 PERFORMANCE MANAGEMENT RESOURCES AND TRAINING - ADOPT
- 25 NCAC 01O.0113 CONFIDENTIALITY AND RECORDS RETENTION - ADOPT
- 25 NCAC 01O.0114 PERFORMANCE MANAGEMENT POLICY COMPLIANCE - ADOPT
- 25 NCAC 01O.0115 PERFORMANCE RATING DISPUTE - ADOPT
- 25 NCAC 01O.0207 FREQUENCY OF PERFORMANCE REVIEWS - ADOPT
- 25 NCAC 01O.0208 PERFORMANCE PLANNING - ADOPT
- 25 NCAC 01O.0209 PERFORMANCE FEEDBACK - ADOPT
- 25 NCAC 01O.0210 ADDRESSING POOR PERFORMANCE - ADOPT
- 25 NCAC 01O.0211 ANNUAL PERFORMANCE EVALUATION – ADOPT

3. University PM Policy  
**(Commission Action: Motion to Adopt New Performance Management Policy for University of NC System and Revise the Effective Date to Repeal the Current Performance Management Policy Until the University Policy goes into effect)**

4. Family Medical Leave Policy  
**(Commission Action: Motion to Amend the Family Medical Leave Policy)**

5. EEO Policy  
**(Commission Action: Motion to Repeal the EEO Program and Plan Policy, Repeal the Equal Employment Opportunity Policy, and Adopt a new Equal Employment Opportunity Policy)**  
Associated Rules – Commission Action: Motion to approve recommended actions to begin the rulemaking process as follows:  
25 NCAC 01L .0101 DUTIES OF SECTION - REPEAL  
25 NCAC 01L .0102 PURPOSE - REPEAL  
25 NCAC 01L .0103 PROGRAM IMPLEMENTATION STATE LEVEL - REPEAL  
25 NCAC 01L .0104 PROGRAM IMPLEMENTATION: AGENCY AND UNIVERSITY LEVEL – REPEAL
  
6. Promotion Priority Policy  
**(Commission Action: Motion to Amend the Promotion Priority Policy)**  
Associated Rules– Commission Action: Motion to approve recommended actions to begin the rulemaking process as follows:  
25 NCAC 01H .0801 - PROMOTIONAL PRIORITY CONSIDERATION FOR CURRENT EMPLOYEES – AMEND  
25 NCAC 01H .0802 - RELATIONSHIP TO OTHER EMPLOYMENT PRIORITY CONSIDERATIONS – AMEND
  
7. Reduction in Force Priority Policy  
**(Commission Action: Motion to Amend the Reduction in Force Priority Policy)**  
Associated Rules Commission Action: Motion to approve recommended action to begin the rulemaking process as follows:  
25 NCAC 01H .0902 - REQUIREMENTS FOR REDUCTION IN FORCE PRIORITY CONSIDERATION – AMEND
  
8. Severance Salary Continuation Policy  
**(Commission Action: Motion to Amend Revisions to Policy)**  
Associated Rules– Commission Action: Motion to approve recommended actions to begin the rulemaking process as follows:  
25 NCAC 01D .2701 - SEVERANCE SALARY CONTINUATION POLICY– AMEND  
25 NCAC 01D .2702 - SEVERANCE SALARY CONTINUATION ELIGIBILITY – ADOPT  
25 NCAC 01D .2703 – EFFECTS OF REEMPLOYMENT ON SEVERANCE PAY – ADOPT  
25 NCAC 01D .2704 – AMOUNT AND METHOD OF PAYMENTS FOR SEVERANCE – ADOPT

9. State Human Resources Commission Policy  
**(Commission Action: Motion to Amend Revisions to Policy)**

10. Rulemaking

01C .0311 – EMPLOYEE OBJECTION TO MATERIAL IN FILE  
**(Commission Action: Motion to Repeal Rule)**

01E .1603 – COVERED EMPLOYEES AND LEAVE CREDITS  
(Community Service Leave)  
**(Commission Action: Motion to Amend Rule)**

01H .1103 – DENIAL OF VETERANS PREFERENCE  
**(Commission Action: Motion to Repeal Rule)**

01J .1304 – SETTLEMENT/CONSENT AGREEMENTS IN  
GRIEVANCES, CONTESTED CASES  
**(Commission Action: Motion to Amend Rule)**

**Withdrawn Rules:**

01J .0618 - APPEAL OF DENIAL OF VETERANS PREFERENCE –  
Rule was withdrawn after being filed as a permanent rule.  
**(Commission Action: Motion to Repeal Rule)**

11. Periodic Review of Existing Rules –  
Subchapter 01D-Compensation  
Initial Classification Determination  
**(Commission Action: Motion to accept rules as necessary with substantive Public interest, necessary with no substantive public interest, or unnecessary)**

**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