



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

**JOSH STEIN**  
GOVERNOR

**STACI MEYER**  
DIRECTOR

July 2, 2025

**To:** Agency Human Resources Directors  
**From:** Staci Meyer, Director, Office of State Human Resources  
**Re:** Update on Session Law 2025-34

A handwritten signature in dark ink, appearing to be "SM", written over the "From:" line of the header.

As you heard in the June 24<sup>th</sup> HRD Meeting and in our email on Friday, the Office of State Human Resources (OSHR) has been working hard with the Governor's team and legislative leaders to pass Senate Bill 124 (S124) that will help the state modernize and simplify state human resources. Yesterday, Governor Stein signed S124, State Hiring Accessibility and Modernization, taking the final step in making these changes law, [Session Law 2025-34](#).

The changes in S.L. 2025-34 include:

- Allowing candidates to upload resume or use an online profile to complete the state application.
- Expanding temporary-to-permanent hiring to all agencies.
- Codifying agency hiring, pay, and classification flexibility.
- Providing agencies with increased flexibility for continuous postings.
- Increasing an agency's ability to conduct pooled hiring.
- Permitting an agency to immediately hire one of the most qualified candidates from a previous posting.
- Developing a modern performance management process.
- Eliminating overly detailed "knowledge skills, and abilities" requirements that discourage or screen out qualified candidates.
- Requiring OSHR to rewrite the State Human Resources Act with a goal of modernizing and simplifying the Act.

The changes in S.L. 2025-34 will result in changes to the following policies to provide more flexibility to state employees and employers, especially in the hiring process.

- Applicant Reference Check
- Employment Offers
- Pay Administration
- Personnel Records Policy
- Position Management

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- Recruitment and Postings of Vacancies
- Selection of Applicants
- Veteran's & National Guard

OSHR will propose amendments to these policies at upcoming State Human Resources Commission meetings. Until the policy is amended, if anything in the statute contradicts this policy, follow the statute, not the policy. To help make this clear, our policies page and each affected policy will include an acknowledgment that there are changes pending.

Several other bills, in addition to S.L. 2025-34, made changes to Chapter 126 of the General Statutes. OSHR will post an updated version of Chapter 126 that includes all revisions and amendments made during the legislative session soon.

Lastly, as we begin our process to modernize and simplify the State Human Resources Act, we need your expertise and participation to ensure a thoughtful rewrite of our guiding statutes. Our office will start this process by sending a survey later today to gather your initial thoughts on the most needed statutory changes.

**The success of these efforts depends upon our collaboration with you, your staff, and agency leadership. We will continue to communicate with you and your teams to ensure the successful implementation of these changes.**

Please reach out to me with any questions or concerns. Thank you for your commitment to a better North Carolina for all.

Signature:   
Staci Meyer (Jul 2, 2025 11:15 MDT)

Email: staci.meyer@nc.gov