

STATE HUMAN RESOURCES COMMISSION

MEETING MINUTES – MARCH 5, 2026

The State Human Resources Commission met on Thursday, March 5th at 10:30AM in the Turtle Island Room 351 at 333 Fayetteville Street, Raleigh, NC with a virtual Webex option.

Members Present:

Members present on the Webex for the meeting were: Commissioner Tim Buckland, Commissioner Ross Beamon, Commissioner Benton Touns, Commissioner Tye Vaught, Commissioner Alfred Davis, Commissioner Karen Rosser, Commissioner Tracy Webb

OSHR Staff Present:

Attendees present from the Office of State Human Resources (OSHR): Staci Meyer, Director, Mary Penny Kelley, Deputy Director, Wesley Davis, Director of Government Relations & Strategic Initiatives & State Human Resources Commission Administrator, Melody Hairston, General Counsel, Anna Perkinson, Deputy General Counsel, Nancy Astrike, Deputy State HR Director for Workforce Solutions, Andrea Clinkscales, Total Rewards Manager, Felicia Bridges, Manager of Classification and Compensation, Lorence Crossett, State HR Consultant III, Stephanie McFadden, Time & Leave Consultant, Denise Mazza, Commission Administrator

Call to Order & Ethics Statement – Acting Chair Tye Vaught

The State Human Resources Commission (SHRC) last convened on December 19, 2025

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.

Approval/Adjustments to Agenda – Acting Chair Tye Vaught

There were no additions or corrections to the agenda for the March 5th meeting and the agenda was approved.

CONSENT AGENDA

Approval of Minutes – Acting Chair Tye Vaught

The minutes for the December 11th and December 19th special meeting were unanimously approved.

State Human Resources Director's Report – Staci Meyer, OSHR Director

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Director Meyer welcomed Commissioners and staff, recognized Commissioner Al Davis, and outlined OSHR's strong start to 2026. She highlighted OSHR's agile service model and targeted support to the Department of Adult Correction at Harnett, Pasquotank, and Central Prison. She discussed continued improvements to the statewide Workday platform, emphasizing transparent communication and training for HR teams. She also described enhanced career development opportunities including LinkedIn Learning, updated learning policies, and expanded access to the Certified Public Manager program. Director Meyer previewed upcoming legislative recommendations related to rewriting Chapter 126 and introduced the updated Performance Management policy focused on development and real-time feedback. She closed by thanking OSHR staff, HR Directors, and Commissioners, and recognized Denise Mazza for her leadership ahead of her retirement.

No questions were raised.

Exceptions Granted under 25 NCAC 01A.0104 – Anna Perkinson, OSHR Deputy General Council

Exceptions issued between December 11, 2025 and February 28, 2026 were provided for information.

No questions were raised.

Exceptions Granted under N.C.G.S 126-6.2 – Nancy Astrike, OSHR Deputy State HR Director

Report provided for information only.

Summary of Compensation & Benefits Report – Andrea Clinkscales, Total Rewards Manager

Report provided for information only.

BUSINESS SESSION

A. Public Comment

- Crystal Rhoades registered and was recognized for public comments.
- Ms. Rhoades requested that the Commission provide clarification regarding veterans preference and the substantially equivalent personnel system of her employer Alliance Health.

B. Classification & Compensation Revisions – Felicia Bridges, Manager of Classification and Compensation

- The Commission approved of abolishing thirty-five (35) class specifications from the Statewide Compensation Plan that are no longer needed (most of these jobs have never been used since being created in

2018 or not used in several years). OSHR confirmed with agencies that other job classifications are being used to fulfill their needs.

C. Managing the Employee Work Cycle Policy – Nancy Astrike, Deputy State HR Director for Workforce Solutions

- The Commission approved the new **Managing the Employee Work Cycle** policy, effective July 1, 2026. This policy replaces the former Agency Performance Management policy as required by S.L. 2025-34. Key updates included:
 - Elimination of interim reviews and shift toward continuous performance feedback
 - Increased agency flexibility in managing performance
 - Tools to support developmental goals and employee growth
 - Reduced administrative burden in the performance management platform
 - OSHR is developing complementary policies covering unsatisfactory work and exemplary performance recognition.

D. Compensatory Leave Policy Updates

- The Commission approved updates pertaining to the acceptance and transfer of compensatory leave between state agencies. Key revisions included:
 - Agencies may accept up to 160 hours of compensatory leave from an incoming employee.
 - Acceptance is not automatic; the receiving agency must agree.
 - If the agency declines, the employee forfeits their comp time.
 - Hours above 160 are forfeited upon transfer.
 - Agencies must create internal guidelines addressing acceptance, payroll system procedures, communication practices, and processes for approving comp leave usage.

E. Incentive Leave Policy Revisions – Stephanie McFadden, Time & Leave Consultant

- The Commission approved changes to expand the applicability of incentive leave. Key revisions included:
 - Incentive leave is no longer limited to mid- or late-career candidates.
 - It may now be awarded to any external candidate hired into a critical, hard-to-fill position.

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- Maximum award remains 20 days (160 hours).

F. Pay Administration Policy Revisions – Lorecne Crossett, State HR Consultant

- The Commission approved changes to allow agencies to provide acting pay for a period greater than 12 months, without OSHR approval, when the acting pay supplement is funded by grant funds that exceed 12 months.

G. Periodic Review for 25 NCAC Subchapters 01F, 01H, 01I, and 01J/Final Determination – Denise Mazza, Paralegal & Commission Administrator

- The Commission approved the final determinations of these rules in the periodic review process.

H. Repeal of 25 NCAC 01H .0631, 25 NCAC 01H .0635, 25 NCAC 01K .0210 and .0212, .0311-0324, .0401-.0404, .0501-.0502 and .0612 and .0613, and 25 NCAC 01O. – Denise Mazza, Paralegal & Commission Administrator

- The Commission approved the submission of these rules to the Rules review Commission to repeal.

Adjournment

There being no further discussion or questions, the Chair called for a motion to adjourn, no objections raised, the meeting adjourned at 11:35am on Thursday, March 5, 2026

Minutes submitted by: Wesley Davis, OSHR Director of Government Affairs & Strategic Initiatives