

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

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SENATE BILL 449

Short Title: SHRA/Certain Agencies/Flexibility. (Public)

Sponsors: Senator Burgin (Primary Sponsor).

Referred to: Rules and Operations of the Senate

April 2, 2019

A BILL TO BE ENTITLED

AN ACT AMENDING THE STATE HUMAN RESOURCES ACT TO GRANT CERTAIN
STATE AGENCIES FLEXIBILITY IN EMPLOYEE CLASSIFICATION AND SALARY
ADMINISTRATION.

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 126-5 is amended by adding a new subsection to read:

"(c15) Notwithstanding G.S. 126-4(1), G.S. 126-4(2), or any other provision of law to the contrary, the Council of State agencies, the Office of State Controller, the Community College System Office, and The University of North Carolina have sole authority and discretion to take the following actions concerning classification and salary administration of their respective personnel:

- (1) Classify new positions or reclassify vacant positions within the classification system adopted by the State Human Resources Commission or as otherwise prescribed by law.
- (2) Make hiring decisions based on the flexibility provided under this section.
- (3) Determine the appropriate salary for their respective employees, provided that funding is available within the budgeted salary appropriated to the agency and the salary remains within the minimum and maximum of the salary range associated with the position classification or as otherwise provided by law.

The human resources director for each State agency shall ensure that each new hire employed pursuant to the classification and salary administration flexibility granted by this section meets the minimum qualifications for the position. The Office of State Human Resources shall provide assistance to agencies upon request."

SECTION 2. This act becomes effective July 1, 2019.



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