

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2019

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SENATE BILL DRS15234-LR-91A

Short Title: SHRA/Certain Agencies/Flexibility.

(Public)

Sponsors: Senator Burgin (Primary Sponsor).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT AMENDING THE STATE HUMAN RESOURCES ACT TO GRANT CERTAIN  
3 STATE AGENCIES FLEXIBILITY IN EMPLOYEE CLASSIFICATION AND SALARY  
4 ADMINISTRATION.

5 The General Assembly of North Carolina enacts:

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

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

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

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

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

