Dear Fellow State Employees,

As you may be aware, HB 834, Modern State Human Resources Management, was signed into law by Governor McCrory today. The Governor and I are confident that this legislation will enable us to provide you with a modern system of human resources that treats employees fairly and consistently, creates an environment where employees can be successful, and balances the needs of employees with the business needs of the state.

While we are still ironing out the details and finalizing new processes, I wanted to let you know about a few of the changes that may affect you.

- **Probationary Process/Career Status** – Going forward, an employee achieves Career Status when they have been continuously employed in a permanent position for 24 months. An employee is considered a “probationary state employee” and is exempt from the provisions of the State Personnel Act until they achieve career status.

- **Grievance Process** – Streamlines and shortens the grievance process. Emphasizes resolving grievances on the front end, standardizes mediation across state agencies and establishes timelines for the agencies, departments and the Office of Administrative Hearings to render decisions.

- **Performance Management** – Re-establishes the Performance Management process to provide a tool for employees and managers to communicate, plan and evaluate work.

- **Twelve Holidays** – Standardizes the number of holidays to 12 each year, rather than providing only 11 holidays some years. Three paid holidays will be given at Christmas.
exempt positions – Increases the number of exempt policymaking and exempt managerial to 1,500. This allows the alignment of goals from the Governor to the agencies.

name change – changes the name of the office of state personnel (osp) to the office of state human resources (oshr). this recognizes the key role that human resources plays in working to make employees successful in delivering services to the citizens of north carolina.

other administrative changes – other administrative changes include minimizing the number of legislative reports, changes to eeo training and changes to the state human resources commission.

we are developing additional information and resources about hb 834 to post on our website, http://www.osp.state.nc.us/, so check back often for more details. in the meantime, if you have questions, please contact your agency human resources office.

thank you for all you do every day to serve the citizens of north carolina.

sincerely,

C. Neal Alexander, Jr.