



NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES

**Local Government Update
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Local Gov't Staffing Update

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Service Success: Training

Year	# Local County Employees Completing OSHR Local Gov't Training Classes
2021	370

5-year AVG = 325




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Service Success: Classification

Year	Classification Actions
2021	429
2020	360

5-year AVG = 417




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Service Success: Applications

Year	Local County Employment Applications Screened
2021	1,967
2020	1,490
2019	1,392


5-year AVG = 1,421



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Current Major Projects

- Local Classification Review
- Administrative Code Changes Phase II



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Locals and NCGS 126

- GS 126: State Human Resources Act
- Because your agency is funded, in part, by federal dollars there must be compliance with the federal merit standards.
- Policies under GS 126 automatically grant compliance with Fed. Merit standards.

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NCGS 126: What applies?

1. Classification of positions
2. Recruitment/Selection– including minimum qualifications and appointment types
3. Pay Relationships – but NOT salary assignment
4. Reduction in Force – basic principles only
5. Disciplinary Actions and Just Cause procedures
6. Grievances

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NCGS 126

- You are not subject to the entire SHRA.
- Locals are NOT state agencies and their employees are NOT state employees.
- Flexibility was given to assist locals to carry out local business objectives.
 - Exempted from many areas of NCGS 126
 - Ability to be “substantially equivalent”

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Flexibility: 126 – 1


It is also the intent of this Chapter that this system of personnel administration shall apply to local employees paid entirely or in part from federal funds, except to the extent that **local governing boards are authorized by this Chapter to establish local rules, local pay plans, and local personnel systems.....**



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Flexibility: 126 – 9(a)


When a board of **county commissioners adopts rules and regulations governing annual leave, sick leave, hours of work, holidays, and the administration of the pay plan for county employees generally and the county rules and regulations are filed with the Director of the Office of State Human Resources, the county rules will supersede the rules adopted by the State Human Resources Commission** as to the county employees otherwise subject to the provisions of this Chapter.



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Flexibility: 126 – 9 (b)

- No county employees otherwise subject to the provisions of this Chapter may be paid a salary less than the minimum nor more than the maximum of the applicable salary range adopted in accordance with this Chapter without approval of the State Human Resources Commission. Provided, however, that **subject to the approval of the State Human Resources Commission, a board of county commissioners may adjust the salary ranges applicable to employees who are otherwise subject to the provisions of this Chapter, in order to cause the level of pay to conform to local financial ability and fiscal policy.....**



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Flexibility: 126 - 11

(c) A board of county commissioners may petition the State Human Resources Commission to determine whether any portion of its total personnel system meets the requirements (to be substantially equivalent). Upon such determination, county employees shall be exempt from the provisions of this Chapter relating to the approved portions of the county personnel system.

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- Administrative Code Rules / Procedures
- Contain procedures for compliance with 126. Local policy must be in compliance.

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Delegated Authority



Screening and making decisions about employment applications at the local level.

- Must complete OSHR training class and apply in writing.
- Does not include Director level applications.

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Recent Questions Asked



1. Describe the process of updating local government job classifications, specifications, etc.
2. How would additional public health positions be added?
3. How is it best to communicate from LHDs to OSHR? Is it via DPH?

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Recent Questions Asked

4. How does the state pay scale interface and influence local government pay scales?
5. Which counties are no longer subject to OSHR?
6. Which counties are substantially equivalent and how does that work?



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Local Government Resources

<https://oshr.nc.gov> (Must get to the Local Government Page)

Documents and Links

- Local Classification Specs
- Forms
- Memos
- Admin code links
- E-links to submit qualification and classification actions. (SmartSheet)
- Training Registration Portal

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 **OSHR Local Gov't Team** 

We only exist to support you.

Thank you for all you do!