

# ADOPTED



NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 1 of 12

Amends Title [YES]  
Third Edition

Date \_\_\_\_\_, 2021

Senator Sanderson

1 moves to amend the bill on page 1, line 2, by deleting "NOTARIZATION." and substituting  
2 "NOTARIZATION AND TO STRENGTHEN CONFIDENCE IN GOVERNMENT BY  
3 INCREASING ACCESSIBILITY TO CERTAIN PUBLIC PERSONNEL  
4 PERFORMANCE AND DISMISSAL RECORDS.";

5  
6 and on page 13, lines 31-35, by rewriting those lines to read:

7  
8 "SECTION 5.(a) G.S. 126-23 reads as rewritten:

9 "§ 126-23. **Certain records to be kept by State agencies open to inspection.**

10 (a) Each department, agency, institution, commission and bureau of the State shall  
11 maintain a record of each of its employees, showing the following information with respect to  
12 each such employee:

- 13 (1) Name.
- 14 (2) Age.
- 15 (3) Date of original employment or appointment to State service.
- 16 (4) The terms of any contract by which the employee is employed whether written  
17 or oral, past and current, to the extent that the agency has the written contract  
18 or a record of the oral contract in its possession.
- 19 (5) Current position.
- 20 (6) Title.
- 21 (7) Current salary.
- 22 (8) Date and amount of each increase or decrease in salary with that department,  
23 agency, institution, commission, or bureau.
- 24 (9) Date and type of each promotion, demotion, transfer, suspension, separation,  
25 or other change in position classification with that department, agency,  
26 institution, commission, or bureau.
- 27 (10) ~~Date~~ Subject to subsection (g) of this section, date and general description of  
28 the reasons for each ~~promotion of the following~~ promotion with that department, agency,  
29 institution, commission, or ~~bureau~~ bureau:

- 30 a. Promotion.
- 31 b. Demotion.
- 32 c. Transfer.



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NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 2 of 12

1 d. Suspension.

2 e. Separation.

3 f. Dismissal.

4 (11) ~~Date and type of~~ For each ~~dismissal, suspension, or demotion~~ dismissal for  
5 disciplinary reasons taken by the department, agency, institution, commission,  
6 or bureau. If the disciplinary action was a dismissal, bureau, a copy of the  
7 written notice of the final decision of the head of the department setting forth  
8 the specific acts or omissions that are the basis of the dismissal.

9 (12) The office or station to which the employee is currently assigned.

10 ...

11 (f) Nothing in this section shall be construed to authorize the disclosure of any  
12 confidential information protected by the Health Insurance Portability and Accountability Act of  
13 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
14 327, or other applicable law.

15 (g) The following shall apply to the general descriptions as required by subdivision  
16 (a)(10) of this section:

17 (1) No general description shall disclose information otherwise prohibited from  
18 disclosure by an applicable law but shall be listed as "description of action  
19 prohibited by applicable law."

20 (2) The general description for each promotion, demotion, transfer, suspension,  
21 separation, or dismissal shall become part of the record maintained under  
22 subsection (a) of this section upon the later of the expiration of the time period  
23 to file an appeal under any applicable administrative appeals process or a final  
24 decision being entered in that administrative appeals process."

25 **SECTION 5.(b)** G.S. 126-22(b) reads as rewritten:

26 "(b) For purposes of this Article the following definitions apply:

27 (1) "Employee" means any current State employee, former State employee, or  
28 applicant for State ~~employment.~~employment subject to this Article.

29 (2) "Employer" means any State department, university, division, bureau,  
30 commission, council, or other agency subject to ~~Article 7 of this Chapter.~~this  
31 Article. The term "university" shall include all of the following, as defined in  
32 G.S. 116-2:

33 a. The Board.

34 b. The Board of Trustees.

35 c. Chancellor.

36 d. Constituent institutions.

37 e. The President.

38 (3) "Personnel file" means any employment-related or personal information  
39 gathered by an employer or by the Office of State Human Resources.  
40 Employment-related information contained in a personnel file includes  
41 information related to an individual's application, selection, promotion,  
42 demotion, transfer, leave, salary, contract for employment, benefits,  
43 suspension, performance evaluation, disciplinary actions, and termination.

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 3 of 12

1 Personal information contained in a personnel file includes an individual's  
2 home address, social security number, medical history, personal financial  
3 data, marital status, dependents, and beneficiaries.

4 (4) "Record" means the personnel information that each employer is required to  
5 maintain in accordance with G.S. 126-23."

6 **SECTION 6.** G.S. 115C-320 reads as rewritten:

7 **"§ 115C-320. Certain records open to inspection.**

8 (a) Each local board of education shall maintain a record of each of its employees,  
9 showing the following information with respect to each employee:

10 (1) Name.

11 (2) Age.

12 (3) Date of original employment or appointment.

13 (4) The terms of any contract by which the employee is employed whether written  
14 or oral, past and current, to the extent that the board has the written contract  
15 or a record of the oral contract in its possession.

16 (5) Current position.

17 (6) Title.

18 (7) Current salary.

19 (8) Date and amount of each increase or decrease in salary with that local board  
20 of education.

21 (9) Date and type of each promotion, demotion, transfer, suspension, separation,  
22 or other change in position classification with that local board of education.

23 (10) ~~Date~~ Subject to subsection (e) of this section, date and general description of  
24 the reasons for each ~~promotion~~ of the following with that local board of  
25 education: education:

26 a. Promotion.

27 b. Demotion.

28 c. Transfer.

29 d. Suspension.

30 e. Separation.

31 f. Dismissal.

32 (11) ~~Date and type of~~ For each ~~dismissal, suspension, or demotion~~ dismissal for  
33 disciplinary reasons taken by the local board of education. ~~If the disciplinary~~  
34 ~~action was a dismissal,~~ education, a copy of the written notice of the final  
35 decision of the local board education setting forth the specific acts or  
36 omissions that are the basis of the dismissal.

37 (12) The office or station to which the employee is currently assigned.

38 ...

39 (d) Nothing in this section shall be construed to authorize the disclosure of any  
40 confidential information protected by the Health Insurance Portability and Accountability Act of  
41 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
42 327, or other applicable law.

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 4 of 12

1 (e) The following shall apply to the general descriptions as required by subdivision  
2 (a)(10) of this section:

3 (1) No general description shall disclose information otherwise prohibited from  
4 disclosure by an applicable law but shall be listed as "description of action  
5 prohibited by applicable law."

6 (2) The general description for each promotion, demotion, transfer, suspension,  
7 separation, or dismissal shall become part of the record maintained under  
8 subsection (a) of this section upon the later of the expiration of the time period  
9 to file an appeal under any applicable administrative appeals process or a final  
10 decision being entered in that administrative appeals process."

11 **SECTION 7.** G.S. 115D-28 reads as rewritten:

12 **"§ 115D-28. Certain records open to inspection.**

13 (a) Each board of trustees shall maintain a record of each of its employees, showing the  
14 following information with respect to each employee:

15 (1) Name.

16 (2) Age.

17 (3) Date of original employment or appointment.

18 (4) The terms of any contract by which the employee is employed whether written  
19 or oral, past and current, to the extent that the board has the written contract  
20 or a record of the oral contract in its possession.

21 (5) Current position.

22 (6) Title.

23 (7) Current salary.

24 (8) Date and amount of each increase or decrease in salary with that community  
25 college.

26 (9) Date and type of each promotion, demotion, transfer, suspension, separation,  
27 or other change in position classification with that community college.

28 (10) ~~Date~~ Subject to subsection (e) of this section, date and general description of  
29 the reasons for each ~~promotion~~ of the following with that community  
30 college-college:

31 a. Promotion.

32 b. Demotion.

33 c. Transfer.

34 d. Suspension.

35 e. Separation.

36 f. Dismissal.

37 (11) ~~Date and type of~~ For each ~~dismissal, suspension, or demotion~~ dismissal for  
38 disciplinary reasons taken by the community college. If the disciplinary action  
39 was a ~~dismissal~~, college, a copy of the written notice of the final decision of  
40 the board of trustees setting forth the specific acts or omissions that are the  
41 basis of the dismissal.

42 (12) The office or station to which the employee is currently assigned.

43 ...

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 5 of 12

1 (d) Nothing in this section shall be construed to authorize the disclosure of any  
2 confidential information protected by the Health Insurance Portability and Accountability Act of  
3 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
4 327, or other applicable law.

5 (e) The following shall apply to the general descriptions as required by subdivision  
6 (a)(10) of this section:

7 (1) No general description shall disclose information otherwise prohibited from  
8 disclosure by an applicable law but shall be listed as "description of action  
9 prohibited by applicable law."

10 (2) The general description for each promotion, demotion, transfer, suspension,  
11 separation, or dismissal shall become part of the record maintained under  
12 subsection (a) of this section upon the later of the expiration of the time period  
13 to file an appeal under any applicable administrative appeals process or a final  
14 decision being entered in that administrative appeals process."

15 **SECTION 8.** G.S. 122C-158 reads as rewritten:

16 **"§ 122C-158. Privacy of personnel records.**

17 ...

18 (b) The following information with respect to each employee is a matter of public record:

19 (1) Name.

20 (2) Age.

21 (3) Date of original employment or appointment to the area authority.

22 (4) The terms of any contract by which the employee is employed whether written  
23 or oral, past and current, to the extent that the agency has the written contract  
24 or a record of the oral contract in its possession.

25 (5) Current position.

26 (6) Title.

27 (7) Current salary.

28 (8) Date and amount of each increase or decrease in salary with that area  
29 authority.

30 (9) Date and type each promotion, demotion, transfer, suspension, separation, or  
31 other change in position classification with that area authority.

32 (10) ~~Date~~ Subject to subsection (j) of this section, date and general description of  
33 the reasons for each ~~promotion~~ of the following with that area  
34 authority:

35 a. Promotion.

36 b. Demotion.

37 c. Transfer.

38 d. Suspension.

39 e. Separation.

40 f. Dismissal.

41 (11) ~~Date and type of~~ For each dismissal, suspension, or demotion dismissal for  
42 disciplinary reasons taken by the area authority. If the disciplinary action was  
43 a dismissal, authority, a copy of the written notice of the final decision of the

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 6 of 12

1 area authority setting forth the specific acts or omissions that are the basis of  
2 the dismissal.

3 (12) The office or station to which the employee is currently assigned.

4 ...

5 (i) Nothing in this section shall be construed to authorize the disclosure of any  
6 confidential information protected by the Health Insurance Portability and Accountability Act of  
7 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
8 327, or other applicable law.

9 (j) The following shall apply to the general descriptions as required by subdivision  
10 (b)(10) of this section:

11 (1) No general description shall disclose information otherwise prohibited from  
12 disclosure by an applicable law but shall be listed as "description of action  
13 prohibited by applicable law."

14 (2) The general description for each promotion, demotion, transfer, suspension,  
15 separation, or dismissal shall become part of the record maintained under  
16 subsection (b) of this section upon the later of the expiration of the time period  
17 to file an appeal under any applicable administrative appeals process or a final  
18 decision being entered in that administrative appeals process."

19 SECTION 9. G.S. 130A-45.9 reads as rewritten:

20 "§ 130A-45.9. Confidentiality of personnel information.

21 ...

22 (b) The following information with respect to each employee of a public health authority  
23 is a matter of public record:

24 (1) ~~name;~~ Name.

25 (2) ~~age;~~ Age.

26 (3) ~~date~~ Date of original employment or ~~appointment;~~ appointment.

27 (4) ~~beginning~~ Beginning and ending ~~dates;~~ dates.

28 (5) ~~position title;~~ Current position and title.

29 (6) ~~position descriptions;~~ Position description.

30 (7) Current salary and total compensation of current and former ~~positions;~~  
31 positions. For the purposes of this subdivision, the term "total compensation"  
32 includes pay, benefits, incentives, bonuses, and deferred and all other forms  
33 of compensation paid by the employing entity.

34 (8) ~~the~~ The terms of any contract by which the employee is employed whether  
35 written or oral, past and current, to the extent that the authority has the written  
36 contract or a record of the oral contract in its ~~possession;~~ possession.

37 (9) ~~and date~~ Date and type of the most recent each promotion, demotion, transfer,  
38 suspension, separation, or other change in position classification.

39 (10) Subject to subsection (e) of this section, date and general description of the  
40 reasons for each of the following with that public health authority:

41 a. Promotion.

42 b. Demotion.

43 c. Transfer.

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 7 of 12

- 1                   d.     Suspension.  
2                   e.     Separation.  
3                   f.     Dismissal.  
4           (11)   For each dismissal for disciplinary reasons taken by the public health  
5                   authority, a copy of the written notice of the final decision of the public health  
6                   authority setting forth the specific acts or omissions that are the basis of the  
7                   dismissal.  
8           (12)   The office or station to which the employee is currently assigned.  
9           (13)   In addition, the following information with respect to each licensed medical  
10                   provider employed by or having privileges to practice in a public health  
11                   facility shall be a matter of public record: educational history and  
12                   qualifications, date and jurisdiction or original and current licensure; and  
13                   information relating to medical board certifications or other qualifications of  
14                   medical specialists. ~~For the purposes of this subsection, the term "total~~  
15                   ~~compensation" includes pay, benefits, incentives, bonuses, and deferred and~~  
16                   ~~all other forms of compensation paid by the employing entity.~~

17           ...

18           (d)   Nothing in this section shall be construed to authorize the disclosure of any  
19                   confidential information protected by the Health Insurance Portability and Accountability Act of  
20                   1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
21                   327, or other applicable law.

22           (e)   The following shall apply to the general descriptions as required by subdivision  
23                   (b)(10) of this section:

- 24                   (1)   No general description shall disclose information otherwise prohibited from  
25                   disclosure by an applicable law but shall be listed as "description of action  
26                   prohibited by applicable law."  
27                   (2)   The general description for each promotion, demotion, transfer, suspension,  
28                   separation, or dismissal shall become part of the record maintained under  
29                   subsection (b) of this section upon the later of the expiration of the time period  
30                   to file an appeal under any applicable administrative appeals process or a final  
31                   decision being entered in that administrative appeals process."

32           **SECTION 10.** G.S. 131E-257.2 reads as rewritten:

33           **"§ 131E-257.2. Privacy of employee personnel records.**

34           ...

35           (b)   The following information with respect to each public hospital employee is a matter  
36                   of public record:

- 37                   (1)   Name.  
38                   (2)   Age.  
39                   (3)   Date of original employment.  
40                   (4)   Current position title.  
41                   (5)   Date ~~of the most recent~~ and type for each promotion, demotion, transfer,  
42                   suspension, separation or other change in position classification.  
43                   (6)   The office to which the employee is currently assigned.

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 8 of 12

1           (7)    Subject to subsection (j) of this section, date and general description of the  
2                    reasons for each of the following with that public hospital:

3                    a.     Promotion.

4                    b.     Demotion.

5                    c.     Transfer.

6                    d.     Suspension.

7                    e.     Separation.

8                    f.     Dismissal.

9           (8)    For each dismissal for disciplinary reasons taken by the public hospital, a copy  
10                   of the written notice of the final decision of the public hospital setting forth  
11                   the specific acts or omissions that are the basis of the dismissal.

12           (9)    ~~In addition, the following information with respect to~~ For each licensed  
13                    medical provider employed by or having privileges to practice in a public  
14                    ~~hospital shall be a matter of public record:~~ hospital, the following information:  
15                    educational history and qualifications, date and jurisdiction or original and  
16                    current licensure; and information relating to medical board certifications or  
17                    other qualifications of medical specialists.

18            ...

19           (i)    Nothing in this section shall be construed to authorize the disclosure of any  
20                   confidential information protected by the Health Insurance Portability and Accountability Act of  
21                   1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
22                   327, or other applicable law.

23           (j)    The following shall apply to the general descriptions as required by subdivision (b)(7)  
24                   of this section:

25                   (1)   No general description shall disclose information otherwise prohibited from  
26                    disclosure by an applicable law but shall be listed as "description of action  
27                    prohibited by applicable law."

28                   (2)   The general description for each promotion, demotion, transfer, suspension,  
29                    separation, or dismissal shall become part of the record maintained under  
30                    subsection (b) of this section upon the later of the expiration of the time period  
31                    to file an appeal under any applicable administrative appeals process or a final  
32                    decision being entered in that administrative appeals process."

33           **SECTION 11.(a)** G.S. 153A-98 reads as rewritten:

34           **"§ 153A-98. Privacy of employee personnel records.**

35           (a)    Notwithstanding the provisions of G.S. 132-6 or any other general law or local act  
36                   concerning access to public records, personnel files of employees, former employees, or  
37                   applicants for employment maintained by a county are subject to inspection and may be disclosed  
38                   only as provided by this section. For purposes of this section, an employee's personnel file  
39                   consists of any information in any form gathered by the county with respect to that employee  
40                   and, by way of illustration but not limitation, relating to his application, selection or nonselection,  
41                   performance, promotions, demotions, transfers, suspension and other disciplinary actions,  
42                   evaluation forms, leave, salary, and termination of employment. As used in this section,  
43                   "employee" includes former employees of the county.



NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 9 of 12

- 1       (a1) This section shall apply to all employees subject to G.S. 153A-103.  
2       (b) The following information with respect to each county employee is a matter of public  
3 record:  
4           (1) Name.  
5           (2) Age.  
6           (3) Date of original employment or appointment to the county service.  
7           (4) The terms of any contract by which the employee is employed whether written  
8 or oral, past and current, to the extent that the county has the written contract  
9 or a record of the oral contract in its possession.  
10          (5) Current position.  
11          (6) Title.  
12          (7) Current salary.  
13          (8) Date and amount of each increase or decrease in salary with that county.  
14          (9) Date and type of each promotion, demotion, transfer, suspension, separation  
15 or other change in position classification with that county.  
16          (10) ~~Date~~ Subject to subsection (h) of this section, date and general description of  
17 the reasons for each ~~promotion~~ of the following with that ~~county~~ county:  
18           a. Promotion.  
19           b. Demotion.  
20           c. Transfer.  
21           d. Suspension.  
22           e. Separation.  
23           f. Dismissal.  
24          (11) ~~Date and type of~~ For each dismissal, suspension, or demotion dismissal  
25 disciplinary reasons taken by the county. If the disciplinary action was a  
26 dismissal, county, a copy of the written notice of the final decision of the  
27 county setting forth the specific acts or omissions that are the basis of the  
28 dismissal.  
29          (12) The office to which the employee is currently assigned.  
30        ...  
31        (g) Nothing in this section shall be construed to authorize the disclosure of any  
32 confidential information protected by the Health Insurance Portability and Accountability Act of  
33 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
34 327, or other applicable law.  
35        (h) The following shall apply to the general descriptions as required by subdivision  
36 (b)(10) of this section:  
37           (1) No general description shall disclose information otherwise prohibited from  
38 disclosure by an applicable law but shall be listed as "description of action  
39 prohibited by applicable law."  
40           (2) The general description for each promotion, demotion, transfer, suspension,  
41 separation, or dismissal shall become part of the record maintained under  
42 subsection (b) of this section upon the later of the expiration of the time period

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 10 of 12

1 to file an appeal under any applicable administrative appeals process or a final  
2 decision being entered in that administrative appeals process."

3 SECTION 11.(b) G.S. 153A-99(b) reads as rewritten:

4 "(b) Definitions. For the purposes of this section:

- 5 (1) "County employee" or "employee" means any person employed by a county  
6 or any department or program thereof that is supported, in whole or in part, by  
7 county funds; funds but shall not include employees subject to G.S. 153A-103.  
8 (2) "On duty" means that time period when an employee is engaged in the duties  
9 of his or her employment; and  
10 (3) "Workplace" means any place where an employee engages in his or her job  
11 duties."

12 SECTION 12. G.S. 160A-168 reads as rewritten:

13 "§ 160A-168. Privacy of employee personnel records.

14 ...

15 (b) The following information with respect to each city employee is a matter of public  
16 record:

- 17 (1) Name.  
18 (2) Age.  
19 (3) Date of original employment or appointment to the service.  
20 (4) The terms of any contract by which the employee is employed whether written  
21 or oral, past and current, to the extent that the city has the written contract or  
22 a record of the oral contract in its possession.  
23 (5) Current position.  
24 (6) Title.  
25 (7) Current salary.  
26 (8) Date and amount of each increase or decrease in salary with that municipality.  
27 (9) Date and type of each promotion, demotion, transfer, suspension, separation,  
28 or other change in position classification with that municipality.  
29 (10) ~~Date~~ Subject to subsection (h) of this section, date and general description of  
30 the reasons for each ~~promotion~~ of the following with that  
31 ~~municipality~~ municipality:  
32 a. Promotion.  
33 b. Demotion.  
34 c. Transfer.  
35 d. Suspension.  
36 e. Separation.  
37 f. Dismissal.  
38 (11) ~~Date and type of~~ For each ~~dismissal, suspension, or demotion~~ dismissal for  
39 disciplinary reasons taken by the ~~municipality~~ municipality. If the disciplinary action was  
40 a ~~dismissal~~ dismissal, ~~municipality~~ municipality, a copy of the written notice of the final decision of  
41 the municipality setting forth the specific acts or omissions that are the basis  
42 of the dismissal.  
43 (12) The office to which the employee is currently assigned.

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

ADOPTED

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 11 of 12

1 ...  
2 (g) Nothing in this section shall be construed to authorize the disclosure of any  
3 confidential information protected by the Health Insurance Portability and Accountability Act of  
4 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
5 327, or other applicable law.

6 (h) The following shall apply to the general descriptions as required by subdivision  
7 (b)(10) of this section:

8 (1) No general description shall disclose information otherwise prohibited from  
9 disclosure by an applicable law but shall be listed as "description of action  
10 prohibited by applicable law."

11 (2) The general description for each promotion, demotion, transfer, suspension,  
12 separation, or dismissal shall become part of the record maintained under  
13 subsection (b) of this section upon the later of the expiration of the time period  
14 to file an appeal under any applicable administrative appeals process or a final  
15 decision being entered in that administrative appeals process."

16 **SECTION 13.** G.S. 162A-6.1 reads as rewritten:

17 **"§ 162A-6.1. Privacy of employee personnel records.**

18 ...  
19 (b) The following information with respect to each authority employee is a matter of  
20 public record:

21 (1) Name.  
22 (2) Age.  
23 (3) Date of original employment or appointment to the service.  
24 (4) The terms of any contract by which the employee is employed whether written  
25 or oral, past and current, to the extent that the authority has the written contract  
26 or a record of the oral contract in its possession.

27 (5) Current position.  
28 (6) Title.  
29 (7) Current salary.  
30 (8) Date and amount of each increase or decrease in salary with that authority.  
31 (9) Date and type of each promotion, demotion, transfer, suspension, separation,  
32 or other change in position classification with that authority.

33 (10) ~~Date~~ Subject to subsection (j) of this section, date and general description of  
34 the reasons for each promotion of the following with that authority:

- 35 a. Promotion.  
36 b. Demotion.  
37 c. Transfer.  
38 d. Suspension.  
39 e. Separation.  
40 f. Dismissal.

41 (11) ~~Date and type of~~ For each dismissal, suspension, or demotion dismissal for  
42 disciplinary reasons taken by the authority. If the disciplinary action was a  
43 dismissal, authority, a copy of the written notice of the final decision of the

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 776

**ADOPTED**

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H776-AST-56 [v.1]

Page 12 of 12

1 authority setting forth the specific acts or omissions that are the basis of the  
2 dismissal.

3 (12) The office to which the employee is currently assigned.

4 ...

5 (i) Nothing in this section shall be construed to authorize the disclosure of any  
6 confidential information protected by the Health Insurance Portability and Accountability Act of  
7 1996 (HIPAA), 110 Stat. 1936, the Americans with Disabilities Act of 1990 (ADA), 104 Stat.  
8 327, or other applicable law.

9 (j) The following shall apply to the general descriptions as required by subdivision  
10 (b)(10) of this section:

11 (1) No general description shall disclose information otherwise prohibited from  
12 disclosure by an applicable law but shall be listed as "description of action  
13 prohibited by applicable law."

14 (2) The general description for each promotion, demotion, transfer, suspension,  
15 separation, or dismissal shall become part of the record maintained under  
16 subsection (b) of this section upon the later of the expiration of the time period  
17 to file an appeal under any applicable administrative appeals process or a final  
18 decision being entered in that administrative appeals process."

19 **SECTION 14.** No later than November 30, 2021, each employer affected by this act  
20 shall adopt personnel policies to effectuate this act to permit all of its employees to challenge the  
21 wording of the general description of any promotion, demotion, transfer, suspension, separation,  
22 or dismissal occurring on or after December 1, 2021.

23 **SECTION 15.** Sections 1 through 4 of this act become effective January 1, 2022. In  
24 order to implement remote notarization on the effective date of this act, the Secretary of State  
25 may begin rulemaking to implement Part 4A of Article 2 of Chapter 10B of the General Statutes,  
26 as enacted by this act, prior to January 1, 2022, but no temporary or permanent rule shall become  
27 effective prior to January 1, 2022. Sections 5 through 14 of this act become effective December  
28 1, 2021, and apply to promotions, demotions, transfers, suspensions, separations, and dismissals  
29 occurring on or after that date. The remainder of this act is effective when it becomes law."  
30

31 And by rewriting the short title to read "Remote Notarization/Gov't Transparency."

SIGNED \_\_\_\_\_  
Amendment Sponsor

**The official copy of this document, with signatures  
and vote information, is available in the  
Senate Principal Clerk's Office**