



2017-2018 General Assembly

# SENATE BILL 335: Budget Technical Corrections & Study, Sec 8.3: Certain State Agencies/Classification and Salary Administration Flexibility/Pilot Program

**Committee:**  
**Introduced by:**  
**Analysis of:** Sec 8.3 of S.L. 2018-97

**Date:** August 17, 2018  
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Legislative Analyst

**OVERVIEW:** *Sec. 8.3 of S.L. 2018-97 amends Part XXXV adding a new Sec. 35.19A to S.L. 2018-5 allowing classification and salary administration flexibility for the 2018-2019 fiscal year for Council of State agencies, the Office of State Controller, the Community College System Office, and the University of North Carolina. The flexibility includes: classifying or reclassifying vacant positions within the current classification system; making hiring decisions based on the flexibility; and making salary adjustments provided that funding is available within the budgeted salary appropriated and provided the salary remains within the minimum and maximum of the salary range associated with the position classification. The Human Resources Director for each State agency must ensure that each new hire employed pursuant to this flexibility meets the minimum qualifications for the position.*

*By June 30, 2019, the above State agencies must submit post-implementation studies and supporting documentation to the Office of State Human Resources (OSHR).*

*By March 1, 2019, the above entities must report to the Joint Legislative Commission on Governmental Operations and the Fiscal Research Division on the number of classification actions taken; salary adjustments made and total additional salary funds awarded; a comparison of the number of employees recruited from and agency employees hired by cabinet agencies; the impact of the flexibility on hiring time, recruitment, and retention; any remaining classification disagreements with OSHR; and recommendations on program extension and adjustments.*

*This section became effective July 1, 2018.*

Karen Cochrane-Brown  
Director



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