



SENATE BILL 239: Reduce Barriers to State Employment.

2023-2024 General Assembly

| | | | |
|-----------------------|---|---------------------|----------------------|
| Committee: | Senate State and Local Government. If favorable, re-refer to Education/Higher Education. If favorable, re-refer to Rules and Operations of the Senate | Date: | March 14, 2023 |
| Introduced by: | Sens. Corbin, Lee, Johnson | Prepared by: | Brad Krehely |
| Analysis of: | First Edition | | Committee Co-Counsel |

OVERVIEW: *Senate Bill 239 would require the State Human Resources Commission to do all of the following: (1) assess the educational, experiential, and training requirements for each position in State government; (2) determine when practical experience and training is the appropriate job qualification, rather than a four-year degree; (3) identify jobs for which educational, experiential, and training requirements can be reduced; (4) remove language requiring a four-year college degree in position descriptions when a four-year degree is not necessary for the position; and (5) submit an annual report to the Joint Legislative Oversight Committee on General Government on its efforts to implement the provisions of the bill. The act would be effective when it becomes law.*

[As introduced, this bill was identical to H210, as introduced by Reps. Bell, Balkcom, Gillespie, Sauls, which is currently in House State Personnel.]

CURRENT LAW: Chapter 126 of the General Statutes established for State government a system of personnel administration under the Governor. G.S. 126-1. The State Human Resources Commission is the policy and rulemaking body. *Id.* The Office of State Human Resources makes recommendations for policies and rules to the State Human Resources Commission, develops and administers statewide standards for personnel management, provides training and technical assistance to all agencies, and provides oversight, which includes conducting audits, to monitor compliance with established State Human Resources Commission policies and rules. *Id.*

The State Human Resources Commission consists of nine members who are appointed by the Governor and the General Assembly. G.S. 126-2. Subject to the approval of the Governor, the State Human Resources Commission must establish policies and rules governing the following for all positions subject to the State Human Resources Act: position classification plans, compensation plans, and for each class of positions, reasonable qualifications as to education, experience, specialized training, licenses, certifications, and other job-related requirements pertinent to the work to be performed. G.S. 126-4(1)-(3).

BILL ANALYSIS: Senate Bill 239 would require the State Human Resources Commission to do all of the following:

- Assess the educational, experiential, and training requirements for positions in State government.
- Determine when practical experience and training (e.g. military service, apprenticeship, or trade school) is the appropriate job qualification, rather than a four-year degree.
- Identify jobs for which educational, experiential, and training requirements can be reduced.

Jeffrey Hudson
Director



Legislative Analysis
Division
919-733-2578

Senate Bill 239

Page 2

- Remove language requiring a four-year college degree in position descriptions when a four-year degree is not necessary for the position.

Beginning October 1, 2023, the bill would require the Commission to submit an annual report to the Joint Legislative Oversight Committee on General Government on its efforts to reduce barriers to State government as required by the bill.

EFFECTIVE DATE: The act would be effective when it becomes law.