October 2, 2015

Dear State Employees:

House Bill 495 which makes changes to the State Human Resources Act, has been ratified by the General Assembly and signed into law by Governor Pat McCrory. **Revisions to state HR policies associated with this new law will be made over the next couple months**.

Below are the major changes related to House Bill 495:

- **Probationary/Career Status (Effective October 1, 2015)**
  All state employees subject to the State Human Resources Act will now complete their probationary period and achieve career status after 12 months of continuous employment in a permanent position with a permanent appointment. Previously, it took 24 months in a permanent position to complete the probationary period and achieve career status.

  There is one exception: law enforcement employees who are required to complete a formal training program prior to assuming law enforcement duties will remain bound to the 24-month requirement to achieve career status.

- **State Hiring Process (Effective October 1, 2015)**
  State and local government hiring supervisors must select the most qualified person from the **entire pool of qualified applicants** for a position. Currently, supervisors select candidates from the *most qualified* pool.

  In addition, state and local government supervisors have the ability to **review the last completed performance evaluation documents** of a state employee during the interview process but prior to extending the job offer.

- **Reduction-In-Force (RIF) Priority (Effective October 1, 2015)**
  If an employee with RIF priority applies for a position equal to or higher than his/her previous position and declines an interview for the position applied for, his/her RIF priority will expire.

Please direct any questions you may have to your agency/university HR representative.