

Chapter 126A.

North Carolina Human Resources Act.

Article 1.

State Human Resources System.

Part 1. Goals, Definitions.

§ 126A-1-1. Purpose of Chapter.

(a) It is the intent and purpose of this Chapter to establish a decentralized human resources system, where appropriate, without additional cost to the State, under the direction of the Governor, based on modern principles of personnel administration, that applies the best methods evolved through government and industry. It is also the purpose of this Chapter to apply the human resources system to the employees of the executive branch and 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. Agency heads shall be responsible and accountable for execution of Commission policies and rules for their employees.

(b) To ensure that State government continuously serves the best interests of the people of North Carolina, the human resources system established by this Chapter shall be governed by the following core principles:

- (1) Public service employment should be based on equal opportunity and free of discrimination on any basis prohibited by federal or State law.
- (2) The value of public service should be bolstered by fair compensation and benefits, stable career paths, employment protections, opportunities for engagement and development, and an ability to make a positive impact for the people of North Carolina.
- (3) Accountability to the public and within agencies should be maintained by establishing clear roles, measurable goals, and transparent reporting to ensure compliance with law and policy. (2026-40, s. 1.)