

§ 126A-1-2. Definitions.

- (1) Agency. – An executive branch agency or a local agency.
- (2) Agency head. – The head of an agency, such as a member of the Council of State, a cabinet Secretary, the President of The University of North Carolina, or an executive director of a commission.
- (3) Cabinet agency. – An executive branch agency that is under the control of the Governor.
- (4) Career employee. – An employee in a career appointment as provided in Part 2 of this Article.
- (5) Commission. – The State Human Resources Commission.
- (6) Council of State agency. – An executive branch agency under the control of a member of the Council of State.
- (7) Director. – The Director of the Office of State Human Resources.
- (8) Employee. – An individual hired to carry out assigned tasks in return for payment operating under the guidance and supervision of an employing agency. This term does not include independent contractors.
- (9) Employing agency. – The agency that hired an employee and has the power to separate the employee from a position.
- (10) Executive branch agency. – Any department, commission, division, board, bureau, council, or institution of the State within the executive branch of government, including The University of North Carolina.
- (11) Exempt managerial employee. – An employee designated as an exempt managerial position as provided in Part 3 of this Article.
- (12) Exempt policymaking employee. – An employee designated as an exempt policymaking position as provided in Part 3 of this Article.
- (13) Experiential program. – A program for both employment and educational or training purposes, such as a registered apprenticeship, informal apprenticeship, fellowship, or other work-based learning program.
- (14) Local agency. – One of the following:
 - a. Area mental health, developmental disabilities, and substance abuse authorities, except as otherwise provided in Chapter 122C of the General Statutes. A consolidated county human services agency created pursuant to G.S. 153A-77(b) is not considered a local agency under this subdivision.
 - b. Local social services departments.
 - c. County health departments and district health departments.
 - d. Local emergency management agencies that receive federal grant-in-aid funds.
- (15) Local employee. – An employee of a local agency and any other county employee as designated by a board of county commissioners.
- (16) OSHR. – The Office of State Human Resources.
- (17) Personnel professional. – Any employee whose primary job duties involve administrative personnel and human resources functions.
- (18) Policy. – A policy, rule, standard, practice, procedure, criteria, or regulation established by the Commission, subject to the approval of the Governor.
- (19) Qualifications. – Training, education, years of experience, or other skills, knowledge, and abilities that bear a reasonable functional relationship to the abilities and skills required in the position.
- (20) State employee. – An employee of an executive branch agency, including The University of North Carolina.

- (21) Supervisor. – A position that has other employees directly report to it.
- (22) Temporary employee. – An employee classified as a temporary employee as provided in Part 2 of this Article.
- (23) The University of North Carolina. – As defined in G.S. 116-1. A constituent institution of The University of North Carolina has only the authority delegated to it by the Board of Governors or the University of North Carolina System Office. (2026-40, s. 1.)