Article 3.

Classification and Minimum Qualifications.

§ 126A-3-1. Classification system and minimum qualifications.

(a) The Commission shall establish policies on classification and minimum qualifications of positions subject to this Article and Part 2 of Article 1 of this Chapter, including the following:

(1) Position classification plans that provide for the classification and reclassification or other grouping of positions subject to this Article and Part 2 of Article 1 of this Chapter according to the duties and responsibilities of the positions.

(2) For each group of positions, reasonable minimum qualifications related to the work to be performed.

(3) The process of position classification and reclassification.

(4) Procedures for hiring employees on the basis of specific demonstrated competencies rather than years of experience or education.

(b) The Commission shall prepare a classification system that organizes agency positions into a classification based on the position duties and responsibilities. Classifications may be grouped, subdivided, ranked, or otherwise organized in a manner the Commission deems appropriate. The system shall set minimum qualifications for classifications or other groupings of positions.

(c) The Commission shall develop a procedure for the periodic review of the classification system and policies, including revisions to classifications and establishment of new classifications. (2026-40, s. 1.)

§ 126A-3-2. Reducing barriers to State employment.

The Commission shall do all of the following:

(1) Regularly assess the minimum qualifications for each position in an agency. The Commission shall review the necessary educational, experimental, and training requirements for each position.

(2) Determine when practical experience and training, such as military service, an apprenticeship, or a trade school education instead of a bachelor's degree is the appropriate qualification for a position.

(3) Identify jobs for which the minimum qualifications could be reduced from their present level.

(4) To the extent practicable, remove requirements for a bachelor's degree from position descriptions when the degree is not necessary for the position. (2026-40, s. 1.)

§ 126A-3-3. Agency flexibility for classification.

(a) When a job classification exists solely within one agency, the agency may modify the classification after consultation with OSHR. The agency shall report any modification made to a classification to OSHR.

(b) Agencies may classify or reclassify positions in accordance with the Commission classification system established by G.S. 126A-3-1 when employees in the position meet the minimum qualifications for the classification.

(c) Nothing in this section limits the Commission or Director's ability to enforce corrective actions against an agency modifying classifications beyond the scope of the flexibility provided in this section. (2026-40, s. 1.)