SELECTION
SUMMARY OF REVISIONS

7-28-1949  New Employment of Relatives policy

10-28-1949  Added to the list of members considered immediate family

8-4-1967  Revised policy on Employment of Relatives to allow relatives to be considered under certain conditions.

3-23-1973  Revised policy on Employment of Relatives – expanded on list of relatives and included that the degree of closeness of relationship of these listed or other relatives must be considered.

1-1-1980  Gave reduction in force persons priority to any available position for which qualified; except they have second priority status after a career employee who meets certain eligibility requirements.

3-1-1980  Revised policy on Employment of Relatives – added to immediate family half relationships.

6-1-1985  Changed priority reemployment to include employees separated from policy-making exempt positions.

12-1-1985  New Selection Policy

6-1-1986  Policy on Veterans' Preference Revised

10-1-1987  Policy on employment of aliens revised to comply with Immigration Reform and Control Act.

Policy on Veterans' Preference Revised

1-1-1988  New policy on Verification of Credentials.

11-1-1988  Statutory reference to Veterans' Preference points deleted.

1-1-1990  Priority reemployment – deleted reference to steps to conform to new pay plan.
3-1-1991  Priority reemployment – extended eligibility for priority reemployment to employees who have completed 6 months or more of training and to employees who attained permanent status prior to entering a trainee appointment.

9-1-1991  Revised procedures for verification of credentials.

6-1-1992  Priority reemployment – revised to include statutory provisions for priority reemployment when notified of RIF.

3-1-1994  Changed “permanent” to “career.”

4-1-1994  Priority reemployment – revised to change “permanent” to “career” to conform to G.S.162-1A.

12-1-1995  Added provision required by statute that employee with 10 years of service receive priority over a State employee having less than 10 years.

9-17-1997  Revised to implement provisions of SB 886 (nonpolitical selection of the most qualified).

7-1-2001  Revised to correct the statute reference under Age Limitations.

8-1-2004  Revised to correct the minimum age requirement

8-1-2006  Revised minimum age for Law Enforcement Officers from 21 years to 20 years.

3-1-2007  (1) Added policy statement and (2) Clarified that employee is to be dismissed immediately upon discovery that employee provided false information on the application in order to meet qualifications.

9-1-2007  Information under paragraph on Employment of Aliens deleted. This has been revised and incorporated into a new policy “Immigration/Employment of Foreign Nations.”

1-1-2014  HB834 changed the appeals process for State employees; therefore, the section on Compliant Contested Case Procedures is being removed and a new Appeals section is being added. The appeals section of the policy now states that claims regarding selection must go through the agency grievance procedures.
7-1-2017  Change the Selection policy from a requirement to hire from the “most qualified pool of applicants” to a requirement to hire from among the “qualified pool of applicants.”

1-25-18  Change the Selection policy to align with G.S. 126-14.2 which changed effective July 1, 2017, from a requirement to hire from the “qualified pool of applicants” to a requirement to hire from among the “most qualified pool of applicants.” Change 3 mentions of “qualified” to “most qualified” within the policy. Change the language in the policy to clarify the meaning of “most qualified”