

§ 126-6.4. Temp-to-perm hiring.

(a) The Council of State, the executive branch agencies, the Community Colleges System Office, and The University of North Carolina may directly hire temporary employees into vacant positions if all of the following conditions are met:

- (1) The permanent position to be filled must be vacant.
- (2) The temporary employee must have worked for a minimum of six months in a substantially equivalent role with satisfactory performance. This six-month period excludes any mandatory breaks required under G.S. 126-6.3.
- (3) The temporary employee must meet the minimum education and experience requirements established for the position classification, and the employee's salary must be set within the approved classification range.
- (4) The temporary employee must have been originally hired through the North Carolina Office of State Human Resources Temporary Solutions Program or directly hired by a State agency as a temporary State employee.

The Director of the Office of State Human Resources may waive the requirements specified in subdivision (3) of this subsection, including both the minimum education and experience requirements and the requirement that salary be set within the classification range.

(b) Unless otherwise provided, a hiring under this section is exempt from the provisions of this Chapter, including any procedural or substantive requirements, including publicly posting the position, requiring an application, holding an interview or new reference checks, selecting the applicants from the pool of the most qualified persons, or following the priorities for certain types of applicants under State law. This exemption for the hiring process does not affect whether the position is subject to this Chapter once the employee is hired.

(c) A hiring under this section is not exempt from G.S. 126-14, 126-14.1, or 126-14.5 or from Article 6 or 7 of this Chapter. (2025-34, s. 6(a).)