



CHAPTER 126

ARTICLE 5 - POLITICAL ACTIVITY OF EMPLOYEES

N.C.G.S. § 126-14.3B.

Hiring candidate from most qualified pool in previous posting.

SOURCE	LAST AMENDMENT IN THIS TEXT	RETRIEVED	SOURCE FINGERPRINT
General Statutes of North Carolina, as published by the General Assembly	No amendment history on record	21 September 2026, 05:12 UTC	6bf1511e3b971034452b0acc - 18bd780bd2628c4c5784c095 - 53494528a0ea245d

§ 126-14.3B(a)

In addition to the authority granted by G.S. 126-3.1(b)(1), the Council of State, the executive branch agencies, the Community Colleges System Office, and The University of North Carolina are authorized to directly hire, without posting, into a vacant position so long as all of the following conditions are met:

- (1) That employer previously posted for recruitment, in accordance with G.S. 126-7.1 and G.S. 126-14.3, a position that has the same or comparable classification as the position that is now vacant.
- (2) The person who is now being hired applied for that previous vacancy.
- (3) The employer selected the person to be within the pool of the most qualified persons for the previous vacancy, in accordance with G.S. 126-14.2, but did not hire that person.
- (4) For the position that is now vacant, the person who is now being hired meets the minimum education and experience requirements for the classification and has a salary set within the vacant position's classification range.

§ 126-14.3B(b)

Except as otherwise provided in this section, the hiring shall be exempt from this Chapter, including any procedural or substantive requirements, such as publicly posting the position, requiring a new application, holding a new interview or new reference checks, and following the priorities for certain types of applicants under State law. The hiring shall not be exempt from G.S. 126-14, 126-14.1, 126-14.5, and Articles 6 and 7 of this Chapter. The exemption from this Chapter for the hiring

process shall not affect whether the position is subject to this Chapter once the employee is hired. (2025-34, s. 7.)

END OF SECTION TEXT

APPARATUS FOLLOWS — DERIVED, NOT ENACTED

APPARATUS II
5 AUTHORITIES

Authorities referenced

Every G.S. cross-reference appearing in the text of this section, in order of first appearance. Nothing is characterized; the operative language is quoted from the section itself.

REFERENCE	APPEARS IN	OPERATIVE LANGUAGE IN THIS SECTION
G.S. 126-3.1(b)(1)	(a)	"addition to the authority granted by"
G.S. 126-7.1	(a)(1)	"posted for recruitment, in accordance with"
G.S. 126-14.3	(a)(1)	"in accordance with G.S. 126-7.1 and"
G.S. 126-14.2	(a)(3)	"the previous vacancy, in accordance with"
G.S. 126-14	(b)	"hiring shall not be exempt from"

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 126-14.3B (2026).

PINPOINT

N.C. Gen. Stat. § 126-14.3B(a) (2026).

Pinpoint keys are set in the left margin of the text rather than line numbers: subsection designators are stable across editions and paper sizes, line numbers are not.

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