



RESOLUTION TITLE RESOLUTION PLACING LOCAL DHHS EMPLOYEES UNDER THE GASTON COUNTY PERSONNEL POLICY

WHEREAS, certain federal grant programs require, as a condition of eligibility, that state and local agencies that receive federal grants establish merit personnel systems for their personnel engaged in administration of the grant-aided program, including Food and Nutrition Services (Supplemental Nutrition Assistance Program (SNAP) benefits), Medicaid, and disability benefits, foster care, and adoption assistance; and,

WHEREAS, North Carolina law has traditionally complied with these requirements by requiring employees of social services departments, health departments, and emergency management departments be subject to the recruitment, selection, and dismissal procedures of the State Human Resources Act, rather than county policies and ordinances that apply to all other employees; and,

WHEREAS, in 2012, the General Assembly authorized counties to create a Consolidated Human Services Agency (CHSA) that carries out the human services functions of various agencies in the county, including the local health department and the county department of social services (DSS), and,

WHEREAS, employees of Consolidated Human Services Agencies are automatically subject to county personnel policies that comply with federal merit principles, unless the county opts to keep them subject to the State Human Resources Act; and,

WHEREAS, in 2013, pursuant to Resolution 2013-201, Gaston County opted to consolidate the social services and public health functions under a CHSA, the Department of Health and Human Services, but chose to keep the employees subject to the State Human Resources Act; and,

WHEREAS, Gaston County's Personnel Policy aligns with federal merit personnel requirements and provides processes that meet or exceed those contained in the State Human Resources Act; and,

WHEREAS, the Board of Commissioners believe it is in the best interests of Gaston County that employees of DHHS be subject to the County's Personnel Policy to ensure consistency, fairness, and efficiency

DO NOT TYPE BELOW THIS LINE

I, Donna S. Buff, Clerk to the County Commission, do hereby certify that the above is a true and correct copy of action taken by the Board of Commissioners as follows.

Donna S. Buff

NO.	DATE	M1	M2	JBailey	CBrown	CCloninger	AFraley	BHovis	TKeigher	SShehan	Vote
2025-351	10/28/2025	BH	SS	A	A	A	A	A	A	A	U

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NOW, THEREFORE BE IT RESOLVED by the Gaston County Board of Commissioners as follows:

SECTION 1 DHHS EMPLOYEES SUBJECT TO GASTON COUNTY PERSONNEL POLICY

Pursuant to N.C.G.S. § 153A-77(d) and § 126-5(a), the staff of the Gaston County Department of Health and Human Services shall be subject to the Gaston County Personnel Policy and no longer subject to the State Human Resources Act.

SEC. 2. CONFORMING CHANGES TO GASTON COUNTY PERSONNEL POLICY

The Gaston County Personnel Policy is amended as follows:

(a) Section 2.1 (Exceptions) is amended to read as follows:

2.1 Exception

Merit System personnel (~~Department of Social Services, Health Department, and Emergency Management~~) are subject to State Personnel Commission regulations with respect to some disciplinary matters. ~~These employees may appeal disciplinary matters to the State Personnel Commission, in accordance with NCGS 126-4.~~

(b) Section 31.3 (Review) is amended as follows:

31.3 Review

As indicated in the proceeding section, the County Manager, or his designee, shall review every RIF proposed elimination from the already approved RIF plan. No employee shall be entitled to any other review, except for Emergency Management employees of the ~~Department of Health, Social Services, and Emergency Management~~, who have appeal rights pursuant to G.S. 126-5

SEC. 3. EFFECTIVE DATE.

Sections 1 and 2 shall become effective upon adoption.



Gaston County

Gaston County
Board of Commissioners
www.gastongov.com

Human Resources

Board Action

File #: 25-519

Commissioner Brown - Human Resources - Resolution Placing Local DHHS Employees Under the Gaston County Personnel Policy

STAFF CONTACT

Amia Massey - Human Resources
Steve Eaton - County Manager's Office
David Goldberg - County Attorney

BUDGET IMPACT

N/A

BACKGROUND

To comply with federal grant requirements for a merit-based personnel system, North Carolina traditionally placed employees of local health and social services departments under the State Human Resources Act (SHRA). This system is distinct from County policies, notably granting employees appeal rights to a state administrative law judge.

In 2012, state law allowed counties to consolidate these departments into a single Consolidated Human Services Agency (CHSA) and use their own local personnel policies instead of the SHRA. However, in 2013, while Gaston County did consolidate its Health and Social Services departments, it explicitly chose to keep its employees subject to the State Human Resources Act rather than transitioning them to County policies.

Gaston County is the last remaining county to have a Consolidated Human Services Agency with employees still subject to the State Human Resources Act.

POLICY IMPACT

The proposed Resolution place DHHS employees under the Gaston County Personnel Policy, just like almost all other County employees. Gaston County's Personnel Policy aligns with federal merit personnel requirements and provides processes that meet or exceed those contained in the State Human Resources Act.

ATTACHMENTS

Resolution

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