

**G.S. 150B-21.3A Report for 25 NCAC 011, SERVICE TO LOCAL GOVERNMENT**

Agency - STATE HUMAN RESOURCES COMMISSION

Comment Period - December 2, 2025 to January 31, 2026

Date Submitted to APO - June 26, 2025

Subchapter	Rule Section	Rule Citation	Rule Name	Date and Last Agency Action on the Rule	Agency Determination [150B-21.3A(c)(1)a]	Required to Implement or Conform to Federal Regulation [150B-21.3A(d1)]	Federal Regulation Citation	Public Comment Received [150B-21.3A(c)(1)]	Agency Determination Following Public Comment [150B-21.3A(c)(1)]	RRC Determination of Public Comments [150B-21.3A(c)(2)]	RRC Final Determination of Status of Rule for Report to APO [150B-21.3A(c)(2)]	OAH Next Steps
SUBCHAPTER 11 - SERVICE TO LOCAL GOVERNMENT	SECTION .1700 - LOCAL GOVERNMENT EMPLOYMENT POLICIES	25 NCAC 011 .1701	APPLICABILITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1702	EMPLOYMENT OF RELATIVES	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1703	CONFLICTING EMPLOYMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1704	PERSONNEL RECORDS AND REPORTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
SECTION .1800 - GENERAL PROVISIONS		25 NCAC 011 .1801	AUTHORITY FOR CLASSIFICATION PLAN	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1802	POLICY ON ESTABLISHING MINIMUM QUALIFICATION STANDARDS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1804	ALLOCATION OF POSITIONS TO CLASSIFICATION PLAN	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1805	PROVISIONS FOR TENTATIVE TEMPORARY CLASSIFICATION	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1806	NEW AND ADDITIONAL PERMANENT: FULL OR PART-TIME POSITIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1902	POSTING AND ANNOUNCEMENT OF VACANCIES	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
SECTION .1900 - RECRUITMENT AND SELECTION		25 NCAC 011 .1903	APPLICANT INFORMATION AND APPLICATION	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .1905	SELECTION	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
SECTION .2000 - APPOINTMENT AND SEPARATION		25 NCAC 011 .2002	TYPES OF APPOINTMENTS AND DURATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2003	PROMOTION	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2004	DEMOTION OR REASSIGNMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2005	SEPARATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
SECTION .2100 - COMPENSATION		25 NCAC 011 .2101	COMPENSATION PLAN	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2102	ESTABLISHMENT OF SALARY SCHEDULE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2103	SALARY RATES	Temporary Amendment Eff. January 2, 2025	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2106	ASSIGNMENT OF CLASSES WITHIN SALARY SCHEDULE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2107	PROCEDURES FOR SUBMISSION AND APPROVAL	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2108	COMPENSATION OF AREA MENTAL HEALTH DIRECTORS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt

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	SECTION .2300 - DISCIPLINARY ACTION: SUSPENSION, DISMISSAL AND APPEALS	25 NCAC 011 .2301	JUST CAUSE FOR DISCIPLINARY ACTION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2302	DISMISSAL FOR UNSATISFACTORY PERFORMANCE OF DUTIES	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2303	DISMISSAL FOR GROSSLY INEFFICIENT JOB PERFORMANCE	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2304	DISMISSAL FOR UNACCEPTABLE PERSONAL CONDUCT	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2305	WRITTEN WARNING	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2306	DISCIPLINARY SUSPENSION WITHOUT PAY	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2307	DEMOTION	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2308	PROCEDURAL REQUIREMENTS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2309	SPECIAL PROVISIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2310	APPEALS	Amended Eff. September 1, 2019	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
	SECTION .2400 - BASIC REQUIREMENTS FOR A "SUBSTANTIALLY EQUIVALENT" PERSONNEL SYSTEM	25 NCAC 011 .2401	SYSTEM PORTION I: RECRUITMENT, SELECTION, AND ADVANCEMENT	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2402	SYSTEM PORTION II: CLASSIFICATION/COMPENSATION	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2403	SYSTEM PORTION III: TRAINING	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2404	SYSTEM PORTION IV: EMPLOYEE RELATIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2406	SYSTEM PORTION VI: POLITICAL ACTIVITY	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2407	CONDITION OF PRIVILEGE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2408	ONGOING EXPECTATIONS	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt
		25 NCAC 011 .2409	OSP ASSISTANCE	Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016	Necessary	No	n/a	No	Necessary	No comments with merit	Necessary and must be readopted	Agency must readopt