

G.S. 150B-21.3A Report for 25 NCAC Subchapter 01D, COMPENSATION

Agency - State Human Resources Commission

Comment Period - April 27, 2015 through June 26, 2015

Date Submitted to APO - Filled in by RRC staff

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)]
SECTION .0100 - ADMINISTRATION OF THE PAY PLAN	25 NCAC 01D .0101	COMPENSATION PLAN	Amended Eff. January 1, 1990	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0102	SALARY RANGES	Amended Eff. January 1, 1990	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0103	STATE SALARY SCHEDULE	Amended Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0105	PAY STATUS	Amended Eff. March 1, 1989	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0106	TOTAL COMPENSATION AND TOTAL EMPLOYMENT	Eff. February 1, 1976	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0111	TECHNICAL ADJUSTMENTS TO THE PAY PLAN	Eff. January 1, 1991	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0112	TOTAL STATE SERVICE DEFINED	Amended Eff. August 1, 2009	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0113	PAYMENT OF SALARY TO EMPLOYEES	Recodified from 25 NCAC 01D .2201-.2203 Eff. December 29, 2003	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0114	BREAK IN SERVICE	Recodified from 25 NCAC 01D .1003 Eff. December 29, 2003	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0115	SUPPLEMENTAL SALARY	Eff. September 1, 2006	Necessary without substantive public interest	No		No	Necessary without substantive public interest
25 NCAC 01D .0116	SIGN-ON BONUS	Eff. March 1, 2009	Unnecessary	No		No	Unnecessary	
SECTION .0200 – NEW APPOINTMENTS	25 NCAC 01D .0201	INITIAL EMPLOYMENT	Temporary Amendment Eff. May 23, 2014	Necessary with substantive public interest	No		No	Necessary with substantive public interest
	25 NCAC 01D .0205	EFFECTIVE DATE	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary

G.S. 150B-21.3A Report for 25 NCAC Subchapter 01D, COMPENSATION

Agency - State Human Resources Commission

Comment Period - April 27, 2015 through June 26, 2015

Date Submitted to APO - Filled in by RRC staff

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)]
	25 NCAC 01D .0207	QUALIFICATIONS	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0208	TRAINEE APPOINTMENTS	Amended Eff. January 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0209	TRAINEE SALARIES	Eff. February 1, 1976	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0210	TRAINEE SALARY ADJUSTMENTS	Amended Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0211	SALARY RATE	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0212	JUSTIFICATION	Amended Eff. March 1, 1994	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0213	TEMPORARY AND PART-TIME EMPLOYEES	Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
SECTION .0300 - PROMOTION	25 NCAC 01D .0301	DEFINITION AND POLICY	Amended Eff. December 1, 1993	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0303	EFFECTIVE DATE OF PROMOTIONS FOR GRADED POSITIONS	Amended Eff. July 1, 2012	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0305	QUALIFICATIONS	Amended Eff. December 1, 1985	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0308	SALARY INCREASES FOR PROMOTIONS FOR GRADED POSITIONS	Amended Eff. July 1, 2012	Unnecessary	No		No	Unnecessary
SECTION .0400 - DEMOTION OR REASSIGNMENT	25 NCAC 01D .0401	DEFINITION	Amended Eff. December 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0405	QUALIFICATIONS	Amended Eff. March 1, 1994	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0406	SALARY RATE	Amended Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
SECTION .0600 - REALLOCATION	25 NCAC 01D .0604	ASSIGNMENT TO SAME GRADE	Eff. February 1, 1976	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0605	EFFECTIVE DATE OF REALLOCATIONS FOR GRADED POSITIONS	Amended Eff. July 1, 2012	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0607	QUALIFICATIONS	Amended Eff. December 1, 1985	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0608	REALLOCATION	Eff. January 1, 1990	Necessary without substantive public interest	No		No	Necessary without substantive public interest

G.S. 150B-21.3A Report for 25 NCAC Subchapter 01D, COMPENSATION

Agency - State Human Resources Commission

Comment Period - April 27, 2015 through June 26, 2015

Date Submitted to APO - Filled in by RRC staff

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)]
	25 NCAC 01D .0611	REALLOCATION/SALARY RATE FOR GRADED POSITIONS	Amended Eff. July 1, 2012	Unnecessary	No		No	Unnecessary
SECTION .0700 - SALARY RANGE REVISION	25 NCAC 01D .0701	DEFINITION	Amended Eff. January 1, 1991	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0703	ASSIGNMENT TO A LOWER GRADE	Eff. February 1, 1976	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0705	CLASSES DETERMINED NOT LABOR-MARKET-COMPETITIVE	Amended Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0706	ASSIGNMENT TO A HIGHER GRADE	Amended Eff. September 1, 1991	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0707	EFFECTIVE DATE	Amended Eff. March 1, 1991	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0708	SPECIAL ENTRY RATES	Amended Eff. January 1, 1991	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0709	GEOGRAPHIC DIFFERENTIAL	Amended Eff. January 1, 1991	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0710	AVOIDANCE OF SALARY INEQUITIES	Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
SECTION .0800 - INITIAL CLASSIFICATION	25 NCAC 01D .0801	POLICY	Amended Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0804	CHANGE OF DUTIES	Amended Eff. August 1, 1978	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0805	RATE ABOVE MAXIMUM	Amended Eff. May 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0807	QUALIFICATIONS	Amended Eff. May 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0808	SALARY RATE UPON INITIAL CLASSIFICATION INTO THE GRADED CLASSIFICATION/PAY SYSTEM	Amended Eff. July 1, 2012	Unnecessary	No		No	Unnecessary
SECTION .0900 - TRANSFER	25 NCAC 01D .0901	DEFINITIONS	Amended Eff. January 1, 1990	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0903	REPORTING DATE	Amended Eff. December 1, 1978	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0906	DETERMINING DATE OF TRANSFER	Amended Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0907	PAYMENT FOR VACATION LEAVE	Amended Eff. June 1, 1983	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0908	JOB QUALIFICATIONS	Amended Eff. January 1, 1990	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0910	SALARY RATE	Amended Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .0911	BENEFITS AND RECORDS TRANSFERRED	Eff. January 1, 1990	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .0912	REDEPLOYMENT	Eff. January 1, 2007	Necessary without substantive public interest	No		No	Necessary without substantive public interest
SECTION .1000 - REINSTATEMENT	25 NCAC 01D .1001	DEFINITION	Amended Eff. December 1, 1995	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .1005	EFFECTIVE DATE	Amended Eff. December 1, 1995	Unnecessary	No		No	Unnecessary

G.S. 150B-21.3A Report for 25 NCAC Subchapter 01D, COMPENSATION

Agency - State Human Resources Commission

Comment Period - April 27, 2015 through June 26, 2015

Date Submitted to APO - Filled in by RRC staff

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)]
	25 NCAC 01D .1006	BENEFITS REINSTATED	Amended Eff. March 1, 1992	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .1008	QUALIFICATIONS	Amended Eff. December 1, 1978	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1009	VETERANS	Amended Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1010	SALARY RATE UPON REINSTATEMENT	Amended Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
SECTION .1200 - LONGEVITY PAY	25 NCAC 01D .1201	PURPOSE	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1202	TIME AND METHOD OF PAY	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1203	AMOUNT OF LONGEVITY PAY	Amended Eff. July 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1204	ELIGIBILITY REQUIREMENTS	Recodified Paragraph (g) to 25 NCAC 01D .0112 Eff. December 29, 2003	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1206	EFFECT OF LONGEVITY PAY	Eff. February 1, 1976	Unnecessary	No		No	Unnecessary
SECTION .1300 - HOLIDAY PREMIUM PAY	25 NCAC 01D .1301	POLICY	Eff. February 1, 1976	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1302	CONTINUANCE OF EQUAL TIME OFF POLICY	Eff. February 1, 1976	Unnecessary	No		No	Unnecessary
SECTION .1400 - SHIFT PREMIUM PAY	25 NCAC 01D .1401	PURPOSE	Amended Eff. August 1, 2004	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1402	APPLICATION	Amended Eff. September 1, 2004	Unnecessary	No		No	Unnecessary
SECTION .1500 - ON-CALL/EMERGENCY CALL-BACK PAY	25 NCAC 01D .1501	POLICY	Amended Eff. August 1, 2004	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1502	APPLICATION	Amended Eff. August 1, 2004	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1504	COMPENSATORY TIME AND CASH PAYMENT: INCLUDING OVERTIME	Amended Eff. August 1, 2004	Unnecessary	No		No	Unnecessary
SECTION .1600 - FOREIGN SERVICE PAY	25 NCAC 01D .1601	DEFINITION OF FOREIGN SERVICE EMPLOYEE	Eff. September 1, 1976	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1602	FOREIGN SERVICE COMPENSATION	Amended Eff. January 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1603	BENEFIT PLANS	Amended Eff. February 1, 1989	Unnecessary	No		No	Unnecessary
SECTION .1800 - EMPLOYMENT OF MEDICAL PERSONNEL EXTENDED DUTY	25 NCAC 01D .1801	PURPOSE	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1802	PAYMENT	Amended Eff. August 1, 1995	Unnecessary	No		No	Unnecessary

G.S. 150B-21.3A Report for 25 NCAC Subchapter 01D, COMPENSATION

Agency - State Human Resources Commission

Comment Period - April 27, 2015 through June 26, 2015

Date Submitted to APO - Filled in by RRC staff

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)]
SECTION .1900 - HOURS OF WORK AND OVERTIME COMPENSATION	25 NCAC 01D .1924	STATE EMPLOYEES SUBJECT TO THE FAIR LABOR STANDARDS ACT	Amended Eff. April 1, 2005	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1925	OVERTIME COMPENSATION	Amended Eff. March 1, 2005	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	Fair Labor Standards Act U.S.C. 207 29	No	Necessary without substantive public interest
	25 NCAC 01D .1926	EXEMPT EMPLOYEES	Eff. January 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1927	SALARY	Eff. January 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1928	COMPENSATION – NON-EXEMPT	Amended Eff. March 1, 2005	Necessary without substantive public interest	Yes If yes, include the citation to the federal law	Fair Labor Standards Act U.S.C. 207 29	No	Necessary without substantive public interest
	25 NCAC 01D .1929	HOURLY RATE OF PAY	Amended Eff. March 1, 2005	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .1931	THE WORKWEEK	Eff. January 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1935	VACATION: SICK LEAVE AND HOLIDAYS	Eff. February 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .1937	GRIEVANCE TIME	Eff. January 1, 1989	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .1945	SPECIAL PROVISIONS	Amended Eff. March 1, 2005	Unnecessary	No		No	Unnecessary
SECTION .2000 - UNEMPLOYMENT INSURANCE	25 NCAC 01D .2002	POLICY	Eff. January 1, 1989	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2003	ADMINISTRATION	Eff. January 1, 1989	Necessary without substantive public interest	No		No	Necessary without substantive public interest
	25 NCAC 01D .2004	AGENCY RESPONSIBILITIES	Eff. January 1, 1989	Necessary without substantive public interest	No		No	Necessary without substantive public interest
SECTION .2100 - SPECIAL SALARY ADJUSTMENTS	25 NCAC 01D .2105	INTRODUCTION	Eff. January 1, 1992	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2106	PURPOSE	Eff. January 1, 1992	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2107	POLICY	Eff. January 1, 1992	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2108	CRITERIA	Eff. January 1, 1992	Unnecessary	No		No	Unnecessary
SECTION .2600 - IN-RANGE SALARY ADJUSTMENT	25 NCAC 01D .2601	PURPOSE	Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2602	AGENCY RESPONSIBILITIES	Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2603	OFFICE OF STATE PERSONNEL RESPONSIBILITIES	Eff. December 1, 1995	Unnecessary	No		No	Unnecessary
	25 NCAC 01D .2604	STATE PERSONNEL COMMISSION RESPONSIBILITIES	Eff. December 1, 1995	Unnecessary	No		No	Unnecessary

G.S. 150B-21.3A Report for 25 NCAC Subchapter 01D, COMPENSATION

Agency - State Human Resources Commission

Comment Period - April 27, 2015 through June 26, 2015

Date Submitted to APO - Filled in by RRC staff

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)]
SECTION .2700 - SEVERANCE SALARY CONTINUATION	25 NCAC 01D .2701	SEVERANCE SALARY CONTINUATION	Amended Eff. March 1, 2009	Necessary with substantive public interest	No		No	Necessary with substantive public interest