

1 25 NCAC 01E .1006 is amended with changes as published in 40:01 NCR 27-29 and address RRC objection as  
2 follows:

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#### 4 **25 NCAC 01E .1006 COMPENSATORY TIME**

5 Under the state's overtime compensation policy certain employees are designated as administrative, executive  
6 executive, or professional. Employees in these categories are exempt from the provision for overtime pay. To grant  
7 these employees compensating compensatory time is a decision that must be made by the agency head. When  
8 compensatory time is granted to administrative, executive executive, or professional employees, the following shall  
9 apply:

10 (1) Amount. Compensatory time is awarded at a rate not to exceed the individual's straight time  
11 equivalent rate.  
12 (2) Non-cumulative. Compensatory time is not cumulative beyond a 12-month period. For this reason,  
13 an employee must be required to take compensatory time as soon as possible after it is credited.  
14 credited;  
15 (3) Transferable. Compensatory time, up to 160 hours, may be transferred to another state agency,  
16 subject to approval by the receiving agency head. Agencies who agree to receive compensatory  
17 time from another state agency must ensure receipt of compensatory leave and administer it  
18 consistently. [consistently and equitably.] [is administered consistently and equitably. Administering  
19 the receipt of compensatory leave "consistently and equitably," for purposes of this Rule, means  
20 treating employees who are in the same situation the same way, regardless of their race, ethnicity,  
21 or other non-work related characteristics.]  
22 (a) Administering the receipt of compensatory leave "consistently," for purposes of this Rule,  
23 means that if an agency agrees to accept the transfer of compensatory time, it will accept  
24 all transferring employees' compensatory time balances up to the limit set by the receiving  
25 agency, which shall be no more than 160 hours.  
26 (b) "Ensuring Receipt" of compensatory leave, for purposes of this Rule, means that:  
27 (i) The receiving agency sets, within the limit of 160 hours, the amount of  
28 compensatory time that may be transferred;  
29 (ii) The receiving agency communicates this amount to the agency that is transferring  
30 the employee;  
31 (iii) The agency transferring the employee must set the compensatory time balance in  
32 the Integrated HR-Payroll System to the number communicated pursuant to Sub-  
33 Item (b)(ii) of this Rule; and  
34 (iv) The receiving agency must confirm that the compensatory leave balance is the  
35 number communicated under Sub-Item (b)(ii) of this Rule.  
36 (3)(4) Non-transferable. Compensatory time is not transferable to any other type of leave leave, or to  
37 another agency; and

1                   (4)(5) Separation. Compensatory time is lost when an employee is separated from state service. The  
2                   employee's separation date shall not be changed in order to pay for compensatory time.

3                   *History Note: Authority G.S. 126-4(5); 126-1*

4                   *Eff. February 1, 1976;*

5                   *Amended Eff. August 1, 2009-2009;*

6                   *Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4,*

7                   *[2016-]2016;*

8                   *Amended Eff. February 1, 2026. [December 1, 2025-]*