

SUBCHAPTER 01C - PERSONNEL RULES

SECTION .0100 - AFFIRMATIVE ACTION PROGRAM

04 NCAC 01C .0101 POLICY STATEMENT

(a) The policy of this department is to provide equal employment opportunities to all applicants for state employment and to provide training, compensation, promotion, and all other attributes of employment to current employees without regard to race, religion, national origin, sex, age or physical handicap, except where sex, age or physical requirements are essential, documented, occupational qualifications.

(b) This department's commitment to equal career opportunity requires a continuing program of affirmative action in order to assure that all personnel policies and practices relevant to total employment will guarantee equal opportunities for all persons of the state. Through planning and instruction, positive steps will be taken to implement an affirmative action program designed to meet the needs of each agency.

History Note: Authority G.S. 126-16; 143A-6;
Eff. February 1, 1976;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. September 6, 2016.

04 NCAC 01C .0102	DEPARTMENTAL ORGANIZATION FOR IMPLEMENTATION
04 NCAC 01C .0103	RECRUITMENT
04 NCAC 01C .0104	HIRING
04 NCAC 01C .0105	MODIFICATIONS TO THE AFFIRMATIVE ACTION POLICY
04 NCAC 01C .0106	UTILIZATION OF SKILLS OF PRESENT EMPLOYEES
04 NCAC 01C .0107	PERFORMANCE EVALUATION AND RESPONSE

History Note: Authority G.S. 126-4; 126-16; 143A-6;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.

SECTION .0200 - GRIEVANCE PROCEDURES

04 NCAC 01C .0201	GENERAL POLICIES
04 NCAC 01C .0202	DISCUSSION WITH IMMEDIATE SUPERVISOR
04 NCAC 01C .0203	CONSIDERATION BY AGENCY HEAD
04 NCAC 01C .0204	AGENCY GRIEVANCE COMMITTEE
04 NCAC 01C .0205	DEPARTMENTAL GRIEVANCE COMMITTEE
04 NCAC 01C .0206	APPEAL TO STATE PERSONNEL COMMISSION
04 NCAC 01C .0207	DIRECT APPEAL TO STATE PERSONNEL COMMISSION

History Note: Authority G.S. 126-34; 126-37; 143A-6;
Eff. February 1, 1976;
Amended Eff. July 1, 1976;
Expired Eff. October 1, 2016 pursuant to G.S. 150B-21.3A.

SECTION .0300 - ORIENTATION PROGRAM

04 NCAC 01C .0301	PURPOSE
04 NCAC 01C .0302	TIME AND LOCATION
04 NCAC 01C .0303	CONTENT

History Note: Authority G.S. 126-4; 126-6; 126-7; 126-8; 143A-6;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.

SECTION .0400 - PAYROLLS AND OPTIONAL PAYROLL DEDUCTIONS

04 NCAC 01C .0401 PAYROLLS
04 NCAC 01C .0402 OPTIONAL PAYROLL DEDUCTIONS

*History Note: Authority G.S. 126-4; 143A-6; 147-9.4;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.*

SECTION .0500 - INSURANCE

04 NCAC 01C .0501 HOSPITALIZATION INSURANCE
04 NCAC 01C .0502 PRIVATE INSURANCE PROGRAMS

*History Note: Authority G.S. 143A-6;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.*

SECTION .0600 - PARKING

04 NCAC 01C .0601 AGENCY ALLOCATION OF PARKING SPACES
04 NCAC 01C .0602 PAYROLL DEDUCTION

*History Note: Authority G.S. 143A-6;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.*

SECTION .0700 - RETIREMENT

04 NCAC 01C .0701 GENERAL INFORMATION
04 NCAC 01C .0702 PROGRAMS AVAILABLE

*History Note: Authority G.S. 143A-6;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.*

SECTION .0800 - EDUCATION LEAVE AND TUITION REFUND

04 NCAC 01C .0801 EDUCATION LEAVE
04 NCAC 01C .0802 TUITION REFUND

*History Note: Authority G.S. 143A-6;
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.*

SECTION .0900 - APPLICATION OF FEDERAL FAIR LABOR STANDARDS ACT

04 NCAC 01C .0901 EXEMPT AND NONEXEMPT POSITIONS
04 NCAC 01C .0902 EMPLOYEE TIME RECORD
04 NCAC 01C .0903 OVERTIME WORKED
04 NCAC 01C .0904 AUTHORIZATION OF OVERTIME WORK

*History Note: Authority G.S. 143A-6; 29 U.S.C., s. 207(1966); 29 U.S.C., s. 211(1949);
29 U.S.C., s. 213(1974);
Eff. February 1, 1976;
Repealed Eff. March 1, 1985.*

SECTION .1000 - JOB POSITION RECLASSIFICATION

