

**25 NCAC 01I .2402      SYSTEM PORTION II: CLASSIFICATION/COMPENSATION**

General Requirement. A current, equitable, and adequate position classification and compensation plan will be provided.

- (1) Position Classification Requirement. Job Evaluation (syn. classification) plans will be based upon a soundly applied, professionally accepted job evaluation methodology which establishes the relative strength of related positions through consideration of the difficulty, responsibility, and other requirements of the work. System components and all relationships determined along with accompanying rationale will be fully documented.
- (2) Compensation:
  - (a) Requirement. The compensation plan will, within labor market constraints, have as its principal basis the class relationships (syn. skill level relationships, job relationships, work level relationship, etc.) discerned by the classification process.
  - (b) Requirement. Within the limits of local financial ability and fiscal policy, the level of compensation assigned to each class of the plan will, in conjunction with Subparagraph (2)(a) of this Rule, adequately consider the competitive labor market within the geographical area of recruitment.
  - (c) Requirement. Logical and equitable practices will be established which guide salary administration in positions and employees actions within the jurisdiction.

*History Note:* Authority G.S. 126-11;  
Eff. August 3, 1992;  
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016.