

25 NCAC 01I .2003 PROMOTION

(a) Promotion is an advancement from one position to another with a higher salary grade.

(b) Selection for promotion shall be based upon demonstrated capacity and quality of services. If a promotion results from movement to another position, the candidate must possess the minimum training and experience for the classification. If the promotion results from the present position being reallocated to a higher classification, the employee may be promoted by the local government agency through waiver of the stated training and experience requirements.

(c) An employee in a work-against appointment cannot be promoted, upon reallocation of his or her position, by waiver of training and experience requirements until he or she has served at least one year in the work-against class or until qualified for the new class. The incumbent in a work-against situation must be promoted as soon as he or she meets the qualifications for the higher class or the position must be reallocated to the lower class.

(d) An employee in probationary or trainee status may be promoted to another position in a higher classification if the person is qualified for such an appointment. The employee's probationary period shall continue for the duration defined in G.S. 126-1.1.

(e) An employee in probationary status occupying a position at the time it is reallocated upward may be promoted to the new class if the person possesses the minimum training and experience requirements; if not qualified, the employee shall remain at the former level working against the higher classification or be separated. If promoted during the probationary period, the employee shall continue in probationary status until the duration defined in G.S. 126-1.1 has been satisfied, beginning with the initial probationary appointment.

*History Note: Authority G.S. 126-4;
Eff. August 3, 1992;
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016;
Amended Eff. September 1, 2019.*