

25 NCAC 01I .2106 ASSIGNMENT OF CLASSES WITHIN SALARY SCHEDULE

(a) Within an approved salary schedule, local jurisdictions may determine salary range assignments for competitive service classes. The following basic requirements shall be adhered to in making salary range assignments:

- (1) The use of appropriate class relationships based upon differences in the difficulty and responsibility of the work. In this regard, the relative difference between and among classes in a class series, and between significantly related classes within an occupational grouping, must be maintained as reflected by the official classification plan. Exception requests may occasionally arise as a matter of local fiscal policy. Such requests, accompanied by supporting data and staff recommendation, will be presented to the State Human Resources Commission for approval;
- (2) Each class will retain the same salary range assignment in its use in all subject programs of the jurisdiction;
- (3) The current salary of each employee, except under specific circumstances included in the approved rules for salary administration, must fall between the minimum and maximum steps of the salary range of the class to which his position is assigned;
- (4) A final factor to be used in making salary range assignments is consideration of the local financial ability and fiscal policy.

(b) It is not the intent of these provisions that the individual salaries of competent employees be threatened.

(c) The State Human Resources Director shall provide information and guidance on questions of class relationships, labor market influence, fiscal policy considerations, and other matters pertinent to the determination of equitable and competitive salary range assignment.

(d) Salary Plan for Employees of the Area Authority. The area mental health program authority shall establish a salary plan which shall set the salaries for employees of the area authority. The salary plan shall be in compliance with Chapter 126 of the General Statutes. In a multi-county area mental health program, the salary plan shall not exceed the highest paying salary plan of any member county. In a single county area, the salary plan shall not exceed the county's salary plan. The salary plan limitations set forth in this Section may be exceeded only if the area authority and board or boards of county commissioners, as the case may be, jointly agree to exceed these limitations.

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.