

SECTION .2400 - BASIC REQUIREMENTS FOR A "SUBSTANTIALLY EQUIVALENT" PERSONNEL SYSTEM

25 NCAC 01I .2401 SYSTEM PORTION I: RECRUITMENT, SELECTION, AND ADVANCEMENT

General Requirement. Recruiting, selecting and advancing employees will be on the basis of their relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment.

- (1) Recruitment:
 - (a) Requirement. There must be a planned and organized recruiting program, carried out in a manner that assures open competition.
 - (b) Requirement. Special emphasis will be placed on efforts to attract minorities, women, the disabled, or other groups that are substantially underrepresented in the jurisdiction work force to help assure they will be among the candidates from whom appointments are made.
- (2) Selection:
 - (a) Requirement. The selection of applicants for vacant positions will be through open competition.
 - (b) Requirement. Selection procedures will be job related.
 - (c) Requirement. Job related minimum requirements for entrance to a class will be established wherever practical, and will be met by all candidates examined, appointed or promoted.
 - (d) Requirement. Prior to receiving a permanent appointment, each employee will satisfactorily complete a reasonable, time limited probationary period.
- (3) Career Advancement Requirement. Policies and program affecting and effecting promotions will consider all eligible employees within the jurisdiction and adequately assure that all persons promoted are qualified.

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.