

SUBCHAPTER 010 - PERFORMANCE MANAGEMENT SYSTEM

SECTION .0100 - GENERAL PROVISIONS

25 NCAC 010 .0101 POLICY

History Note: Authority G.S. 126-4; 126-7;
Eff. January 1, 1990;
Amended Eff. August 1, 2007; March 1, 2005;
Repealed Eff. April 1, 2016.

- 25 NCAC 010 .0102 PURPOSE**
- 25 NCAC 010 .0103 COMPONENTS OF A PERFORMANCE MANAGEMENT SYSTEM**
- 25 NCAC 010 .0104 RATING SCALE**
- 25 NCAC 010 .0105 DISPUTE RESOLUTION**
- 25 NCAC 010 .0106 MONITORING, EVALUATING, REPORTING**

History Note: Authority G.S. 126-4; 126-7;
Eff. August 1, 2007;
Repealed Eff. April 1, 2016.

25 NCAC 010 .0107 PERFORMANCE MANAGEMENT POLICY

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s.8.(b).

25 NCAC 010 .0108 PERFORMANCE MANAGEMENT COVERED EMPLOYEES

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Amended Eff. April 1, 2017;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 010 .0109 PERFORMANCE MANAGEMENT DEFINITIONS

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 010 .0110 PERFORMANCE CYCLE

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 010 .0111 DOCUMENTATION OF PERFORMANCE

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 010 .0112 PERFORMANCE MANAGEMENT RESOURCES AND TRAINING

History Note: Authority G.S. 126-4;

Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0113 CONFIDENTIALITY AND RECORDS RETENTION

History Note: Authority G.S. 126-4; 126-24;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0114 PERFORMANCE MANAGEMENT COMPLIANCE

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0115 PERFORMANCE RATING DISPUTE

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

SECTION .0200 – MANAGING AND EVALUATING PERFORMANCE

- 25 NCAC 01O .0201 PERFORMANCE MANAGEMENT PROCESS**
- 25 NCAC 01O .0202 COMPONENTS OF AN OPERATIVE SYSTEM**
- 25 NCAC 01O .0203 RELATIONSHIP/PERFORMANCE MGMT/OTHER HUMAN RESOURCES SYSTEMS**
- 25 NCAC 01O .0204 RESPONSIBILITIES OF THE STATE PERSONNEL COMMISSION**
- 25 NCAC 01O .0205 RESPONSIBILITIES OF THE OFFICE OF STATE PERSONNEL**
- 25 NCAC 01O .0206 RESPONSIBILITIES OF AGENCIES**

History Note: Authority G.S. 121-5; 126-4; 126-4(8); 126-7;
Eff. January 1, 1990;
Amended Eff. April 1, 2005; March 1, 2005; July 1, 1991;
Repealed Eff. August 1, 2007.

25 NCAC 01O .0207 FREQUENCY OF PERFORMANCE REVIEWS

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0208 PERFORMANCE PLANNING

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0209 PERFORMANCE FEEDBACK

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0210 ADDRESSING UNSATISFACTORY JOB PERFORMANCE

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0211 ANNUAL PERFORMANCE EVALUATION

History Note: Authority G.S. 126-4;
Eff. April 1, 2016;
Repealed Eff. July 1, 2025 by act of the General Assembly pursuant to S.L. 2025-34, s. 8.(b).

25 NCAC 01O .0301 IN GENERAL
25 NCAC 01O .0302 BENEFITS
25 NCAC 01O .0303 THE PERFORMANCE MANAGEMENT PROCESS
25 NCAC 01O .0304 COMPONENTS OF AN OPERATIVE SYSTEM

History Note: Authority G.S. 126-4; 126-7; 126-7(c)(7a); 143A-17; 143B-10(h);
Eff. January 1, 1990;
Amended Eff. July 1, 1991; January 1, 1991;
Repealed Eff. March 1, 2005.

25 NCAC 01O .0305 OPTIONAL COURSES OF ACTION BETWEEN 1989 AND JULY 1, 1991

History Note: Authority G.S. 126-4; 126-7;
Eff. January 1, 1990;
Repealed Eff. July 1, 1991.