



# NOTICE OF TEXT

[Authority G.S. 150B-21.2(c)]

**OAH USE ONLY**

**VOLUME: 40**

**ISSUE: 08**

CHECK APPROPRIATE BOX:

☒  
☐  
☐

Notice with a scheduled hearing

Notice without a scheduled hearing

Republication of text. Complete the following cite for the volume and issue of previous publication, as well as blocks 1 - 4 and 7 - 14. If a hearing is scheduled, complete block 5.

Previous publication of text was published in Volume: Issue:

1. Rule-Making Agency: [State Human Resources Commission](#)

2. Link to agency website pursuant to G.S. 150B-19.1(c): <https://oshr.nc.gov/hr-governance/state-human-resources-commission/proposed-rulemaking>

3. Proposed Action -- Check the appropriate box(es) and list rule citation(s) beside proposed action:

☐ ADOPTION:

☐ AMENDMENT:

☒ REPEAL: [25 NCAC 01O .0107](#)

☐ READOPTION with substantive changes:

☐ READOPTION without substantive changes:

☐ REPEAL through READOPTION:

4. Proposed effective date: [02/01/2026](#)

5. Is a public hearing planned? **Yes**

If yes:

Date	Time	Location
<a href="#">10/30/2025</a>	<a href="#">10a</a>	

<https://ncgov.webex.com/ncgov/j.php?MTID=m743c0aafcecca749e0872ee5ee5d0ba0>

6. If no public hearing is scheduled, provide instructions on how to demand a public hearing:

**7. Explain Reason For Proposed Rule(s):**

Section 8 of Session Law 2025-34 provides that the current Administrative Code rules on performance management are repealed. These rules are in Subchapter 01O of Title 25 of the North Carolina Administrative Code. This will allow policies that can be more rapidly changed on the same subject, and the Performance Management Policy will remain in effect. Interim changes to the Performance Management Policy are expected to go before the HR Commission at the September meeting.

**8. Procedure for Subjecting a Proposed Rule to Legislative Review:** If an objection is not resolved prior to the adoption of the rule, a person may also submit written objections to the Rules Review Commission. If the Rules Review Commission receives written and signed objections in accordance with G.S. 150B-21.3(b2) from 10 or more persons clearly requesting review by the legislature and the Rules Review Commission approves the rule, the rule will become effective as provided in G.S. 150B-21.3(b1). The Commission will receive written objections until 5:00 p.m. on the day following the day the Commission approves the rule. The Commission will receive those objections by mail, delivery service, hand delivery, or email. If you have any further questions concerning the submission of objections to the Commission, please call a Commission staff attorney at 984-236-1850.

**Rule(s) is automatically subject to legislative review. Cite statutory reference:**

**9. The person to whom written comments may be submitted on the proposed rule(s):**

Name: Denise Holton Mazza  
Address: 333 Fayetteville St, Raleigh, NC, 27601  
Raleigh, NC 27603  
Phone (optional): (984)236-0823  
Fax (optional):  
EMail (optional) denise.mazza@nc.gov

**10. Comment Period Ends: 12/15/2025****11. Fiscal impact. Does any rule or combination of rules in this notice create an economic impact? Check all that apply.**

No fiscal note required

**12. Rule-making Coordinator:**

Name: Blake Thomas  
984-236-0822  
blake.thomas@nc.gov

**Agency contact, if any:**

Name: Denise H. Mazza  
Phone: (984)236-0823  
Email: denise.mazza@nc.gov

**13. The Agency formally proposed the text of this rule(s) on**

**Date:** 07/17/2025

25 NCAC 01O .0107-.0211 are proposed for repeal as follows:

**25 NCAC 01O .0107 PERFORMANCE MANAGEMENT POLICY**

*History Note: Authority G.S. 126-4;  
Eff. April 1, ~~2016~~2016;  
Repealed Eff. November 1, 2025.*

**25 NCAC 01O .0108 PERFORMANCE MANAGEMENT COVERED EMPLOYEES**

*History Note: Authority G.S. 126-4;  
Eff. April 1, 2016;  
Amended Eff. April 1, ~~2017~~2017;  
Repealed Eff. November 1, 2025.*

**25 NCAC 01O .0109 PERFORMANCE MANAGEMENT DEFINITIONS**

**25 NCAC 01O .0110 PERFORMANCE CYCLE**

**25 NCAC 01O .0111 DOCUMENTATION OF PERFORMANCE**

**25 NCAC 01O .0112 PERFORMANCE MANAGEMENT RESOURCES AND TRAINING**

**25 NCAC 01O .0113 CONFIDENTIALITY AND RECORDS RETENTION**

**25 NCAC 01O .0114 PERFORMANCE MANAGEMENT COMPLIANCE**

**25 NCAC 01O .0115 PERFORMANCE RATING DISPUTE**

**25 NCAC 01O .0207 FREQUENCY OF PERFORMANCE REVIEWS**

**25 NCAC 01O .0208 PERFORMANCE PLANNING**

**25 NCAC 01O .0209 PERFORMANCE FEEDBACK**

**25 NCAC 01O .0210 ADDRESSING UNSATISFACTORY JOB PERFORMANCE**

**25 NCAC 01O .0211 ANNUAL PERFORMANCE EVALUATION**

*History Note: Authority G.S. 126-4;  
Eff. April 1, ~~2016~~2016;  
Repealed Eff. \_\_\_\_\_.*