

# ***NORTH CAROLINA REGISTER***

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**May 15, 2025**

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*The Office of Administrative Hearings*

*Rules Division*

*1711 New Hope Church Road*

*Raleigh, NC 27609*

*Telephone 984-236-1850*

*Fax 984-236-1947*

*Donald R. van der Vaart, Director*

*Brian Liebman, Codifier of Rules*

*Julie B. Eddins, Publications Coordinator*

Division. Events open to the public where admission is charged for viewing must be conducted by a promoter licensed in accordance with the provisions of Rule .0402 of this Chapter.

*Authority G.S. 143-652.1.*

## SECTION .0800 - MIXED MARTIAL ARTS

### 14B NCAC 10 .0810 AMATEUR-MIXED MARTIAL ARTS

(a) In addition to compliance with Rules .0201, .0301, ~~.0402~~ .0402, and .0801 through .0809 of this Chapter, the following requirements apply to amateur mixed martial arts matches:

- (1) Any contestant competing as an amateur ~~may~~ shall not currently ~~be~~ or have ever ~~been~~ been, a professional fighter in any ~~unarmed combat striking~~ sport. This includes mixed martial arts, boxing, karate, or any other form of a striking sport;
- (2) ~~Amateur weigh ins must be scheduled no earlier than 10 AM the day of the match;~~
- (3)(2) Grappling shin guards are optional;
- (4)(3) Elbow strikes to the head ~~are~~ shall not be allowed;
- (5)(4) Striking with the point of the elbow ~~is~~ shall not be allowed;
- (6)(5) Knees to the head at anytime ~~are~~ shall not be allowed;
- (7)(6) Kicks of any type to the head ~~are~~ shall not be allowed; and
- (8)(7) A contestant ~~may~~ shall only strike to the head with his or her fist.

(b) The promoter of record ~~that comply with the requirements of this Rule~~ shall provide to the Division the name, address, date of ~~birth~~ birth, and social security number of every amateur contestant ~~s scheduled to compete in a program of matches an event~~. This information shall be submitted no later than seven calendar days prior to the event.

(c) A contestant shall have a minimum of five recorded amateur matches prior to being submitted to compete as a professional mixed martial arts contestant. This five match requirement shall be waived by the Division representative if the contestant has previously ~~completely competed~~ in at least five professional boxing or kickboxing matches, or any combination thereof.

(d) Contestants under 18 years of age ~~may~~ shall compete only in matches supervised and regulated by an Amateur Sports Organization that has been recognized by the Division. To obtain recognition, any Amateur Sports Organization shall establish and provide rules for the implementation of health and safety standards and all requirements related to the conduct of matches that are at least as restrictive as the applicable standards and requirements of the Division. Events open to the public where admission is charged for viewing shall be conducted by a promoter licensed in accordance with the provisions of Rule .0402 of this Chapter.

*Authority G.S. 143-652.1.*

## TITLE 25 – OFFICE OF STATE HUMAN RESOURCES

*Notice is hereby given in accordance with G.S. 150B-21.2 that the State Human Resources Commission intends to amend the rule cited as 25 NCAC 011 .2103.*

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

**Proposed Effective Date:** *October 1, 2025*

**Public Hearing:**

**Date:** *May 30, 2025*

**Time:** *10:00 a.m. – 11:00 a.m.*

**Location:**

<https://ncgov.webex.com/ncgov/j.php?MTID=m76815436e8bd33c0bdb119759b2ad578>

**Reason for Proposed Action:** *Rule 011 .2103 applies to local government employees who are subject to the State Human Resources Act. These are employees of local social services departments; county or district health departments; local emergency management agencies that receive federal grant-in-aid funds; and area mental health, developmental disabilities, and substance abuse authorities. The Office of State Human Resources included a provision on this subject in Section 7 of the OSHR agency bill, House Bill 223. The bill was signed by the Governor on June 28, 2024. An Administrative Code change is required to give local government employers the same trainee salary flexibility as state agencies. OSHR now seeks to make that temporary rule permanent. OSHR also proposed clarifying changes to other portions of Rule 011 .2103, because the Rules Review Commission reviews the entire rule (not only the portions with changes) when a rule is proposed to be modified, and the Rules Review Commission closely scrutinizes whether a proposed rule is “clear and unambiguous” under G.S. 150B-19.1(a). The approved temporary rule – and this proposed permanent rule – reflects the results of the analysis by the staff of the Rules Review Commission.*

**Comments may be submitted to:** *Denise Holton Mazza, 333 Fayetteville St, Raleigh, NC, 27601, phone (984) 236-0823; email [denise.mazza@nc.gov](mailto:denise.mazza@nc.gov)*

**Comment period ends:** *July 14, 2025*

**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 a written objection to the Rules Review Commission. If the Rules Review Commission receives written and signed objections after the adoption of the Rule 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

letters via U.S. Mail, private courier service, or hand delivery to 1711 New Hope Church Road, Raleigh, North Carolina, or via email to oah.rules@oah.nc.gov. If you have any further questions concerning the submission of objections to the Commission, please review 26 NCAC 05 .0110 or call a Commission staff attorney at 984-236-1850.

**Fiscal impact. Does any rule or combination of rules in this notice create an economic impact? Check all that apply.**

- ☐ State funds affected
- ☒ Local funds affected
- ☐ Substantial economic impact ( $\geq \$1,000,000$ )
- ☐ Approved by OSBM
- ☐ No fiscal note required

## CHAPTER 01 - OFFICE OF STATE HUMAN RESOURCES

### SUBCHAPTER 01I - SERVICE TO LOCAL GOVERNMENT

#### SECTION .2100 - COMPENSATION

##### 25 NCAC 01I .2103 SALARY RATES

(a) New Appointments. The entrance salary rate for an employee in a non-trainee appointment shall be at the minimum of the range or at a salary rate within the salary range assigned to the ~~class~~ class that is consistent with job-related education, job-related experience, and fiscal policy. The entrance salary rate for an employee class unless an employee is hired in a trainee appointment shall be set pursuant to Paragraph (e) of this Rule. Discretion should be exercised by boards. Boards of county commissioners or their designees must perform an analysis should exercise judgment, when setting on new appointments salaries above the minimum of the range, to avoid creating salary inequities within the jurisdiction. Analyzing "Salary " salary inequities," for purposes of this Rule, means comparing the salaries of employees in the same job classification or in closely related job classifications at the same local government employer who have comparable levels of education and experience; duties and responsibilities; productivity; funding availability; and knowledge, skills, and abilities. Employees in trainee appointments are not comparable for purposes of this salary inequity analysis.

(b) Promotion. When a promotion occurs, the ~~member of county management who has been delegated authority over personnel decisions shall increase~~ the employee's salary ~~shall be increased~~, if it is below the new minimum, to at least the minimum rate of the salary range assigned to the class to which the employee is promoted. If an employee's current salary is already above the new minimum salary rate, ~~his the employee's~~ salary may be adjusted upward or left unchanged at the discretion of local management, consistent with job-related education, job-related experience, and fiscal policy, provided that the adjusted salary does not exceed the maximum of the assigned salary range. If the salary falls between steps in the salary range, it may be adjusted to the next higher step in the ~~range~~ range, consistent with job-related education, job-related experience, and fiscal policy.

(c) Demotion. When an employee's current salary falls above the maximum of the range for the lower class, ~~his the member of county management who has been delegated authority over personnel decisions may allow the employee's salary may to~~ remain the same until general schedule adjustments or range revisions bring it back within the lower range or ~~may~~ may be reduced to any step in the lower salary range, as long as the reduced salary does not fall below the minimum salary rate of that range. If the employee's current salary falls between steps in the lower range, it may be reduced to the next lower step. These decisions shall be consistent with job-related education, job-related experience, and fiscal policy.

(d) Salary Adjustments; Salary Plan Revisions. When the salary rates in the salary plan are changed or a class is moved to a higher or lower salary grade, the following adjustments shall be made in incumbents' salary rates:

- (1) When it is an upward revision and the employee's current salary is less than the minimum salary rate of the salary range for the classification, the employee's salary shall be adjusted to at least the minimum of the range. If the employee's salary is already at or above the new minimum of the range, management may elect to increase the salary to another step within the range. An employee's salary may not, however, exceed the maximum of the range.
- (2) If there is a downward revision, management may elect to reduce each employee's salary rate by a corresponding amount or allow the salary rates to remain the same.

These decisions shall be consistent with job-related education, job-related experience, and fiscal policy.

(e) Trainee Adjustments. During a trainee ~~appointment~~ appointment, an evaluation of the individual's performance and progress on the job is to be made by the direct supervisor at frequent intervals. intervals that are at most six months apart. As a general guide, salary increases are provided at specified intervals. These increases are not automatic, and may be provided at any time. are not necessarily limited to the full elapse of specified intervals. Salary adjustments may be either advanced or delayed depending upon the progress of the employee. ~~In cases where salary adjustments have been advanced, the trainee's salary will not be adjusted to the minimum of the range for the regular classification until the employee meets all education and experience requirements for the appointment.~~ The salary rate for a trainee shall be no lower than 10 percent below the minimum of the position's salary ~~range (for example, range. Note: as an example, the salary rate would be ninety thousand dollars (\$90,000) if the salary range is one hundred thousand dollars (\$100,000) to \$140,000), one hundred forty thousand dollars (\$140,000).~~ The salary rate for a trainee shall be ~~and no higher than the 25th percentile of the position's salary range range. Note: as an example, the salary rate would be (for example, one hundred ten thousand dollars (\$110,000) if the salary range is one hundred thousand dollars (\$100,000) to \$140,000), one hundred forty thousand dollars (\$140,000).~~ Adjustments are to be given upon recommendations by the appointing authority and the supervisor that the employee has earned an ~~increase. increase, based on successful performance and completed training milestones as~~

specified by local policy. Trainee salary adjustments shall not be awarded if an employee has unsatisfactory job performance as defined in 25 NCAC 01I .2302(a). The trainee's salary must not exceed that of any existing non-trainee employee in the same classification at the same local government, unless the employee possesses sufficient additional education or experience exceeding the minimum requirements for the position, to qualify for a higher rate. When the employee with a trainee appointment has successfully completed the training and experience requirements for the classification, ~~he the employee~~ must be given a ~~regular permanent~~ appointment to that ~~classification~~ classification, and

~~his the employee's~~ salary must be set pursuant to Paragraph (a) of this Rule. Pursuant to Paragraph (a) of this Rule, the former trainee's salary must be set ~~increased~~ at least to the minimum of the salary range.

(f) An employee's salary cannot be raised by merit increases to exceed the maximum salary rate of the salary range assignment to ~~his the employee's~~ class.

*Authority G.S. ~~126-4~~; 126-4 (2), (3), (6); S.L. 2024-23, s. 7.*