Resolution of the Staff Assembly of the University of North Carolina

April 15, 2013

WHEREAS, the mission of the Staff Assembly is to constructively address the concerns of University of North Carolina employees, including the presentation of those staff concerns to the President and the General Administration; and

WHEREAS, those concerns include the receipt of appropriate salary increases in order to properly compensate staff employees for "excellence of performance and to maintain the labor market competitiveness necessary to recruit and retain a competent workforce" (1) ; and

WHEREAS, the UNC Staff Assembly has declared by resolution in 2008 (2) and again by letter in 2009 and 2012 its unequivocal request for addressing concerns about the state of compensation at the University; and

WHEREAS, according to the Office of State Personnel February 2013 Compensation & Benefits Report, annual salary increases for state employees were less than average market movement in all but two of the last ten years. Even when factoring in the above-market increases in 2006 & 2007, salary increases for state employees have still trailed average market increases by 7.65% since 2006 (3); and

WHEREAS, the Office of State Personnel February 2013 Compensation & Benefits Report, indicates that the cost-of-living portion of the legislative increases from 2002 to 2012 trails the Consumer Price Index-Urban (CPI-U) percentages for the same period. This differential reflects that compensation for state employees has historically not kept pace with the Consumer Price Index (CPI). Even when factoring in above-market increases in 2006 & 2007, salary increases in state government have still cumulatively trailed the CPI by 7.6%,effectively decreasing employee "buying power"(4); and

WHEREAS, Appendix Table 1 of the Office of State Personnel February 2013 Compensation & Benefits Report, indicates that state employees have not only lost ground to the cost-of-living, but also have not received any Career Growth increases since 2000 (5); therefore

BE IT RESOLVED, the UNC Staff Assembly respectfully requests President Ross and General Administration convey to the State Legislature the imperative need of a cost-of-living increase for University employees to ensure that salaries are commensurate with the current consumer price index and market labor rates; and

BE IT FURTHER RESOLVED, the UNC Staff Assembly strongly recommends to President Ross and his administration to support and convey this resolution to the Board of Governors and the North Carolina Legislature.

Signed on behalf of the Staff Assembly of the University of North Carolina,

Charles T. Brink

References:

1. NCGS 126-7(b) [State Personnel Act]
2. UNC Staff Assembly Resolution 08-03, http://www.northcarolina.edu/staffassembly/docs/Resolution_08-03.pdf
3. State of North Carolina 2013 Compensation & Benefits Report, Office of State Personnel, Page 5
4. State of North Carolina 2013 Compensation & Benefits Report, Office of State Personnel, Page 6
5. State of North Carolina 2013 Compensation & Benefits Report, Office of State Personnel, Page 21