

APPENDIX V



**Recommendation for Implementation of July 1, 2014 Compensation Adjustments for EPA Employees Pursuant to the Appropriations Act**

The Current Operations and Capital Improvements Act of 2014 (the Appropriations Act) may provide for compensation increases for faculty and other EPA employees, to be effective July 1, 2014. In accordance with long-standing practice by the General Assembly, the Appropriations Act ordinarily instructs the Director of the Budget to transfer funds for compensation increases for EPA employees to the Board of Governors. The President and the chancellors then award compensation increases to EPA employees in accordance with any statutory parameters, the policies of the Board of Governors and such instructions for EPA salary administration as may be adopted by the Board on the President's recommendation.

The Personnel and Tenure Committee notes the next Board of Governors meeting will take place after the July 1, 2014 effective date for compensation increases, resulting in a delay in the issuance of EPA salary administration instructions and the need to provide for retroactive implementation of adjustments. In order to promote the efficiency of the EPA salary administration process and limit the potential for audit exceptions associated with retroactive implementation, the Committee recommends that the Board of Governors delegate to the President, the authority to develop and issue instructions for EPA compensation increases provided in the 2014 Appropriations Act, if any, in accordance with the legislation and the policies of the Board of Governors and in consultation with the Chair of the Personnel and Tenure Committee, for the period of time between the June and August meetings of the Board of Governors. The Committee also recommends that President will be required to report any action authorized by this delegation to the Board at its August meeting.

BE IT SO RESOLVED.

June 20, 2014

APPROVED BY THE BOARD OF GOVERNORS OF  
THE UNIVERSITY OF NORTH CAROLINA

By: Ann W. Lemmon

Ann Lemmon  
Secretary of the University

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