

3. 10% Salary Pre-Approval Guideline Delegation Parameters.....Matthew Brody

Situation: As part of the Appropriations Act in 2013, the General Assembly established State employee salary increase thresholds that require review and approval by the Board of Governors under certain circumstances. These thresholds were continued in the Appropriations Act of 2014.

Background: The Committee on Personnel and Tenure, pursuant to a delegation of authority from the Board of Governors, reviews and approves EPA faculty and EPA non-faculty employee salary adjustments in excess of ten percent (10%) under a variety of circumstances, including: employee retention in the event of outside recruitment; temporary duties of greater than nine (9) months duration; and temporary duties resulting in adjustments greater than twenty-five percent (25%), regardless of duration.

Assessment: To improve the timeliness and efficiency of the salary adjustment pre-approval process, the Board is requested to delegate to the President the limited authority to pre-approve the following additional salary adjustments:

- (i) An amount that does not result in exceeding thirty percent (30%) of the cumulative fiscal year adjustments to-date and is directly related to the retention of an EPA faculty member or an EPA non-faculty employee, when such individual is demonstrated to be actively under recruitment or in receipt of an offer of employment for an entity outside of their appointing constituent institution or the University of North Carolina General Administration;
- (ii) An amount that does not result in exceeding thirty percent (30%) of the cumulative fiscal year temporary adjustments to-date, represents non-permanent compensation related to an acting or interim appointment or temporary additional duties for an EPA faculty or EPA non-faculty employee, and has duration not to exceed thirteen (13) months. The President shall direct the campuses to monitor and assure that any such temporary compensation shall end at the earlier of the completion of the added duties undertaken or the attainment of thirteen (13) months in duration, unless an extension of the temporary compensation is brought to and approved by the Committee on Personnel and Tenure and/or the Board.

This authority noted above shall not apply to Chancellors or individuals at the rank of Vice President or higher of the UNC General Administration, or any action proposed on a retroactive basis.

Any adjustments that are approved under this added delegation that are ten percent (10%) or greater will be reported for information to the Committee on Personnel and Tenure, at its next scheduled meeting following the salary adjustment effective date.

Any adjustment that exceeds the parameters noted herein shall continue requiring advance approval by the Committee on Personnel and Tenure and/or the Board, as provided in current University policy, regulation, or Board resolution, as may be applicable.

The Board may rescind this delegation at any time.

Action: This item is for a vote. A resolution to this effect is attached.



Resolution to Delegate Limited Authority for Approval of Salary Adjustments to the President

WHEREAS, the Board of Governors approves in advance salary adjustments of ten percent (10%) or greater for faculty and staff of The University of North Carolina and its constituent institutions in accordance with the Appropriations Act of 2014;

WHEREAS, pursuant to N.C.G.S. § 116-11, the Board of Governors may delegate any part of its authority over the affairs of The University of North Carolina to the President in any case where such delegation appears necessary or prudent to enable The University of North Carolina to function in proper and expeditious manner;

WHEREAS, in June, 2013 the Board delegated to the Committee on Personnel and Tenure the authority to approve certain salary adjustments of ten percent (10%) or greater;

NOW THEREFORE, the Board of Governors, upon due and careful consideration, hereby approves a further delegation to the President granting limited authority to approve in advance certain additional salary adjustments that meet the following specific criteria;

- (i) An amount that does not result in exceeding thirty percent (30%) of the cumulative fiscal year adjustments to-date and is directly related to the retention of an EPA faculty member or an EPA non-faculty employee, when such individual is demonstrated to be actively under recruitment or in receipt of an offer of employment for an entity outside of their appointing constituent institution or the University of North Carolina General Administration. This authority shall not apply to a Chancellor or individuals at the rank of Vice President or higher of the UNC General Administration, or any action proposed on a retroactive basis. Any adjustment that exceeds the parameters noted herein shall continue requiring advance approval by the Committee on Personnel and Tenure and/or the Board, as provided in current University policy, regulation, or Board resolution, as may be applicable.
- (ii) An amount that does not result in exceeding thirty percent (30%) of the cumulative fiscal year temporary adjustments to-date, represents non-permanent compensation related to an acting or interim appointment or temporary additional duties for an EPA faculty or EPA non-faculty employee, and has duration not to exceed thirteen (13) months. This authority shall not apply to Chancellors or individuals at the rank of Vice President or higher of the UNC General Administration, or any action proposed on a retroactive basis. The President shall direct the campuses to monitor and assure that any such temporary compensation shall end at the earlier of the completion of the added duties undertaken or the attainment of thirteen (13) months in duration, unless an extension of the temporary compensation is brought to and approved by the Committee on Personnel and Tenure and/or the Board. Any adjustment that exceeds the parameters noted herein shall continue requiring advance approval by the Committee on Personnel and Tenure and/or the Board, as provided in current University policy, regulation, or Board resolution, as may be applicable.

Any such actions that are ten percent (10%) or greater and approved under the above granted delegated authority will be reported for information to the Committee on Personnel and Tenure, at its next scheduled meeting following the salary adjustment effective date.

BE IT SO RESOLVED.

_____, 2015

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

By: _____

Ann Lemmon
Secretary of the University

(Seal)