



Recommendation for Implementation of Fiscal Year 2015-2016 Compensation Adjustment For University Employees Exempt from the State Human Resources Act (EHRA) Pursuant to the Appropriations act

The Current Operations and Capital Improvements Act of 2015 (the 2015 Appropriations Act) may provide for compensation increases for faculty and other EHRA employees, to be effective July 1, 2015. In accordance with long-standing practice by the General Assembly, the Appropriations Act ordinarily instructs the Director of the State Budget to transfer funds for annual compensation increases, if any, for University EHRA employees to the Board of Governors. The President and the Chancellors then award compensation increases to EHRA employees in accordance with any statutory parameters, the policies of the Board of Governors and such instructions for EHRA 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 may take place after the effective date for compensation increases, resulting in a delay in the issuance of EHRA salary administration instructions and the need to provide for retroactive implementation of adjustments. In order to promote the efficiency and timeliness of the EHRA salary administration process, the Committee recommends that the Board of Governors delegate to the President the authority to develop and issue instructions for EHRA compensation increases provided in the 2015 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 August and September meetings of the Board of Governors. The Committee also recommends that the President be required to report any action authorized by this delegation to the Board at its September meeting.

BE IT SO RESOLVED.

_____, 2015

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

By: _____
Ann Lemmon
Secretary of the University

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