



**Amended Authority for Fiscal Year 2019-20 Annual Raise Process
Pending an Adopted State Budget or Mini-Bill**

As of March 2020, the Current Operations Appropriations Act of 2019 ("Appropriations Act of 2019" or "The Act") has not been approved and therefore has not provided for compensation increases for faculty and other employees exempt from the North Carolina Human Resources Act ("EHRA non-faculty employees") or for employees subject to the North Carolina Human Resources Act ("SHRA employees").

In May, 2019, the Board of Governors delegated to the President the authority to develop and issue to the System Office and the constituent institutions detailed instructions for an annual raise process ("ARP") for permanent (generally benefits eligible) employees, upon allocation of funds to the Board of Governors pursuant to the Appropriations Act of 2019. For EHRA employees, this grant of authority specified that any discretionary increases are primarily based on demonstrated meritorious performance in teaching, service, publication, and/or research productivity, with labor market and/or equity as secondary factors.

As the outcome or timing of any ARP process for fiscal year 2019-2020 remains uncertain, the prior grant of ARP authority to the President shall be amended so that any discretionary EHRA increase may be accomplished either using an across-the-board approach and/or based on meritorious performance as the President deems appropriate and practical, so long as it shall comply with the Appropriations Act of 2019, or alternatively any other statutory authority which shall be enacted prior to the conclusion of the fiscal year. The authorities previously granted for any SHRA ARP shall remain in effect.

BE IT SO RESOLVED.

March 20, 2020

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

By: Meredith M. Steadman
Meredith M. Steadman
Secretary of the University

(Seal)