

Administrative Updates

Marie Williams

HR Major Projects FY 17-18

- EHRA Performance Evaluation Process
- WolfTime System Updates
- HR Dashboard Metrics
- Search and Recruitment Process (On-Going)
- UNC System Employee Engagement Survey (Jan/Feb)
- University Training Initiative
- Staff Ombudsman Pilot
- **NEW!** Rollout of Mandatory Manager/Supervisory Training (Sept – June)

**Current Appropriations Act of 2017
(FY2017-18 State Budget)
Human Resources Related Items**

Lori Preiss and David Perryman

EHRA Annual Raise Process (ARP)

- Increases cannot result in a salary greater than 4.99% of the employee's June 30, 2017 salary and will be retroactive to July 1, 2017.
- Awarded primarily for meritorious performance or retention of employees in hard-to-fill positions. Across-the-board increases are not permitted.
- To be eligible, an employee must have been continuously employed by NC State in a permanent, benefits-eligible (at least .50 FTE) EHRA position as of January 1, 2017 and remain in this status through October 1, 2017.
- Faculty who entered the Phased Retirement Program on July 1, 2017, SHRA employees, post docs, graduate assistants, temporary employees and student workers are not eligible.
- Instructions and estimated individual college/unit increase allocation amounts to be sent this week.

BOG Reporting and Consultation Process Required for...

1. Salary adjustments when the employee's June 30, 2017 or current total proposed annual compensation is \$100,000 or greater and the proposed adjustment is 5% or greater than the employee's June 30, 2017 total annual compensation.
2. Creation of new positions where the associated salary budget is \$70,000 or greater.

Scope: The provisions apply to SHRA, EHRA faculty, EHRA non-faculty, including SAAOs, County Extension employees, post docs, and temporary employees and include permanent, time-limited, and temporary positions.

BOG Reporting and Consultation Process (continued)

University HR will submit salary and position actions subject to this process to UNC-GA for review by the Chair of the Board of Governors and the Chair of the Promotion & Tenure Committee twice monthly.

- **Salary actions** will be submitted to the Chancellor for review prior to being submitted to UNC-GA.
- **Salary actions** can be effective no earlier than the month of notification by UNC-GA that their review has concluded.
- **IMPORTANT: Position actions**: HR units on campus should report all new \$70,000 **temporary positions** to HR for BOG consultation prior to advertising
 - Workgroup is currently formed to establish a formal process (more to come soon!)

Career Banding Salary Ranges

SHRA Reference Rate Updated

- Updated by \$1,000 (2017 LI) and 1.5% (2016 LI)
 - Incl. Minimums, Maximums, and Reference Rates
 - Updated chart on the HR Website:
https://ts.hr.ncsu.edu/wp-content/uploads/sites/14/2016/06/cbRates_alpha.pdf

EHRA Status for Certain IT Professionals

- The General Assembly has extended EHRA status to certain IT positions that are FLSA Exempt.
- Employees in identified positions will be given a one-time option to remain SHRA or convert to EHRA.
- UNC GA is developing implementation guidelines, FAQs, and detailed guidance on the differences between EHRA and SHRA statuses.
- More information is anticipated in November 2017