

Key Human Resource Items from the 2018-2019 State Budget that Impact WCU**1) Legislative Increase (LI):**

- a. SHRA: \$1,000 across-the-board increase
 - i. Implemented in July 2017 payroll
- b. EHRA (Faculty & Non-Faculty): \$1,000 equivalent pool
 - i. Not an across the board increase but will be awarded based largely upon meritorious service with consideration also given to labor market and equity
 - ii. Will be implemented in the September 2017 payroll
 - iii. The max increase is capped at 4.99% above June 30, 2017 salary

2) Special Bonus Leave:

- a. Leave eligible employees (SHRA & EHRA) will receive 3 days of special bonus leave
- b. Effective July 1, 2017
- c. May not be paid out (use or lose)

3) Special Bonus Leave Payout Provision extended for FY 2018-2019

- a. Unlike this past year, there is no designated funding allocated with this program

4) EHRA Status for Professional IT positions

- a. This provision would establish a new EHRA Instructional, Research, & Public Service category for designated professional level IT positions
- b. Only IT positions that are exempt from FLSA overtime regulations would be eligible
- c. Current eligible employees would have the option to remain SHRA.
- d. New FLSA exempt IT positions would automatically be established as EHRA

5) University system Equal Opportunity, Diversity, and Inclusion Study

- a. The Legislature has directed the UNC BOG to conduct a formal study of University EEO, Diversity, and Non-discrimination organizational structures, policies, procedures, and processes
- b. Each institution will be reviewed as part of this study and will be required to identify all positions on campus involved in these processes
- c. Primary goal of the study is to better understand the efficiency and outcomes of efforts in these areas
- d. The results of the study are due by 1/1/2018 and UNC GA will hire a consultant to lead the study

6) Retiree Health Care Benefit Restriction

- a. Employees hired on or after January 1, 2021 will not be eligible for employer paid health insurance at retirement

7) Requirement for Increased BOG Oversight on Certain Salary Actions (Effective July 1, 2017)

- a. Salaries at or above \$100,000 (current or proposed) will require BOG review/consultation for any salary action of 5%+ (cumulative above June 30 salary)
 - i. This applies to both permanent and temporary salary actions that exceed the threshold.
 - ii. Applies to both SHRA and EHRA Faculty and Non-Faculty
 - iii. For salaries below \$100,000 the current guidelines (20% and \$15,000 for EHRA and 20% for SHRA) remain in place
- b. Oversight of New Position Establishment for Positions with salaries of \$70,000+
 - i. Any new position (SHRA, EHRA) budgeted at \$70,000+ will require initial BOG review/consultation and reporting