



HUMAN RESOURCES UPDATES

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Topics

- System Office HR vs. Institution HR
- System-Wide Employee Engagement Survey
- State Health Plan
- State Budget
- Paid Parental Leave
- Compensation System (Career Banding)
- Q&A

System Office HR vs. Campus HR -- Key Functions

UNC System HR

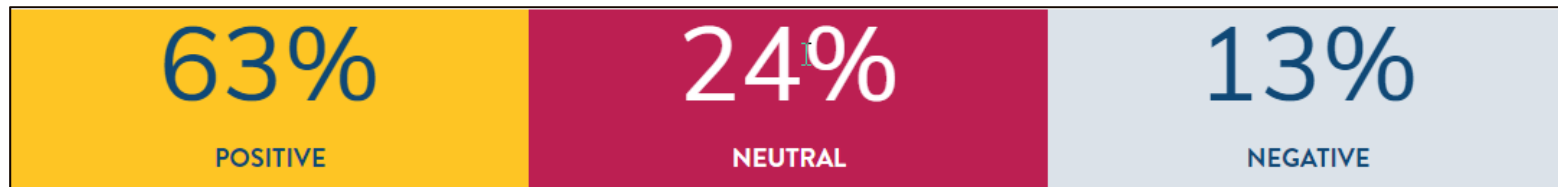
- System-wide HR subject matter expertise
- HR policy development and administration
- Approve salary and position actions
- Liaison to State HR and benefits providers
- Staff BOG P&T Committee
- Manage optional retirement plan
- System-wide HR reporting
- Payroll shared services
- System Office HR services
- Convene campus CHROs

Campus HR

- Employee relations
- Internal communications
- Benefits customer service
- Employee training and professional development
- Recruitment and staffing
- Policy interpretation
- Position management
- Salary administration
- Employee records
- Employee recognition

System-Wide Engagement Survey

- Biennial project as part of the *Excellent and Diverse Institutions* goal of the UNC Strategic Plan
- Sets baseline metric to track with other HR metrics at system and institutional levels
- *2018 Survey*: 50% system-wide participation rate with system-wide positive rating of 63%:



- *2020 Survey*: In process!

State Health Plan

- Clear Pricing
 - BCBSNC in-network providers restored for 2020
 - State Health Plan supplementing BCBSNC provider network with its own “Clear Pricing” SHP network
- Questions
 - State employees appeared to caught in the middle of the Clear Pricing Project dispute. What should we expect this coming year?
 - Since some UNC Institutions grant medical degrees, can we leverage this to improve our health benefits and the costs of those benefits?

State Budget

- Original budget from General Assembly
 - 0.50% salary increase budget for University employees for FY 2019/20 and a 1% increase for FY 2020/21
- Governor vetoed the budget bill; General Assembly was not able to override the veto
 - General Assembly passed a “mini-bill” to provide state agency employees 2.5% increases both years; *Governor signed the bill*
 - General Assembly passed a “mini-bill” for universities, community colleges, and some public school employees; *Governor vetoed the bill*

State Budget

- Because of impasse, new university funding (capital initiatives, enrollment growth, etc.) were not provided for FY 19/20 and FY 20/21
- Uncertain if General Assembly will take any action on FY 19/20 increases when it returns in late April
- UNC System continues to advocate for increased funding for annual raises for current year and next

State Budget

- In the meantime...
 - Management encouraged to use available funds for salary improvements using existing rules for increases (market rate, internal equity, etc.)

State Budget

- Questions
 - When a budget passes, what salary decisions are made at the BOG, UNC System, Campus-level, HR level, manager-level?
 - What are the pros and cons of getting separate authority over university salary increases rather than being included with agency employees?
 - How much funding do the universities receive from the NC Education Lottery?

Paid Parental Leave

- Up to 4 weeks of paid ***Bonding Leave*** for both parents for the bonding period for
 - the birth of a child or
 - for the adoption,
 - foster care or other legal placement of a child
- Up to 4 weeks of paid ***Recuperation Leave*** to eligible employees who have given birth
- Institutions may implement program between January 1, 2020 and May 1, 2020

Paid Parental Leave

- The qualifying event (birth/adoption) must have occurred on or after September 1, 2019
 - Earliest date allowed under Governor's order
 - Employee must have been eligible at the time of the qualifying event
- FAQs are available for further information
- Question
 - Were funds for paid parental leave included in budget?

Paid Holidays

- By statute, state employees receive 12 paid holidays per calendar year
 - Universities have flexibility to move paid holidays to accommodate academic calendar
- “Closed Days” around winter holidays
 - Allow institutions to shut down most operations and allow employees to be away from work an extended period of time
 - Must use available vacation/bonus leave
- Questions
 - Can an employees choose not to be paid those days?
 - What about new hires who have not earned a lot of leave?

Compensation System

- Office of State Human Resources (OSHR) is working on enhancements to its SHRA State Compensation System
- Includes potential for UNC System to end career banding and adopt State's revised compensation system
- Expect to have a better sense of the future direction on this by mid-2020
- Very possible we will sunset SHRA career banding within the next 3 or 4 years

Other Questions

- Compensation
 - Is there a 20% cap in-house promotions? What is being done to change this situation -- wasn't this implemented in 2008?
 - To get a raise, do you have to work at another university or the private sector and then return to UNCSCA to get higher position and/or pay?
 - What advice do you have for employees to request a raise or for employees who change jobs but then their old job is posted at a higher salary?

Other Questions

- Employment @ UNCSEA
 - How can we improve/create career paths for UNCSEA employees or across UNC System?
 - What are the efforts to improve applicant pools, particularly in terms of diversity, for the Chancellor search and other faculty/staff hiring?
 - “Perm-tmps” taking 30 days off -- can departments get funds to make positions permanent?
 - What options are there for teleworking or compressed work schedules?

Other Questions

- Adverse Weather
 - Condition 2
 - *Suspended operations*
 - *Only mandatory employees report to work*
 - *Other employees required not to report to work but must use own leave for the time*
 - Seems unfair that some employees can work remotely while others are required to make up the time and within a certain timeframe -- can this be more equitable?

QUESTIONS?

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