



Human Resources Department

MEMO

TO: PASC
FROM: Marshall Parks
DATE: 9/12/16
RE: Professional Administrative Staff Compensation Outcomes 2016-17

Attached are the administrative compensation outcomes resulting from the FY17 pay increases that went into effect 7/1/16. The University invested \$506,838 in maintenance of effort (MOE) increases of 2% for all of our eligible administrative employees. An additional \$360,774 was invested primarily to bring employees up to the minimums of our new pay bands, for a total FY17 investment of \$867,612. Since the adoption of our compensation identity plan, we have invested over \$4.7 million in administrative salaries, as shown in the table below.

Administrative Salary Investments

	FY13	FY14	FY15	FY16	FY17	Total
MOE	\$ 678,758	\$ 442,597	\$ 242,441	\$ 254,462	\$ 506,838	\$ 2,125,096
Parity/Merit	513,782	715,850	488,481	496,206	360,774	2,575,093
Total	\$ 1,192,540	\$ 1,158,447	\$ 730,922	\$ 750,668	\$ 867,612	\$ 4,700,189

The attached report includes specific position data that has been requested by the PASC. The data are sorted by area and include FY17 beginning salaries, maintenance of effort increases, increases toward minimums, and other increases to arrive at a final FY17 salary. We provide pay band data for each position in the last four columns of the report.

Thank you all for your efforts to complete the pay banding project. Over 130 employees received increases to or toward the minimums of the pay bands that resulted from the project. We have additional work to do to finish bringing all employees up the minimum of their pay range.

As we have done the last two years, we will be reporting in the spring on the progress towards our Compensation Identity Plan targets and the impact of our salary investments relative to our peers. We are nearing the targets we have set and reaching the end of the five-year plan, therefore this fall we will begin working together to update our Compensation Identity Plan moving forward. This discussion will include a review of current peer/comparison groups and establishing new salary targets.

I'm very proud of the commitment UNC has made to compensation for our employees in the last few years and also of the contributions our professional administrative staff members have made to our students. Please feel to contact me if you have any questions. Thank you.