Resolution of the Staff Assembly of the University of North Carolina

April 4, 2008

WHEREAS, the mission of the Staff Assembly is to constructively address the concerns of employees of the University of North Carolina, including the presentation of staff concerns to the University of North Carolina General Administration, the North Carolina General Assembly and the citizenry of North Carolina; and

WHEREAS, those concerns include the receipt of appropriate salary increases in order to properly compensate staff employees for “excellence of performance and to maintain the labor market competitiveness necessary to recruit and retain a competent workforce” (1); and

WHEREAS, the Office of State Personnel, in its February 2007 Compensation and Benefits Report, indicates that between 1998 and 2007 legislated annual salary adjustments for state employees have been less than average labor market movement eight out of ten times, and the cumulative salary adjustments in state government trail the average labor market increases by 7.7% over the past 5 years (2); and

WHEREAS, the Office of State Personnel, in its February 2007 Compensation and Benefits Report, indicates that the cost-of-living component of the legislative annual salary adjustments from 1992 to 2006, trails the Consumer Price Index-Urban by -2.9% (3), indicating that state employees compensation has not kept pace with the Consumer Price Index effectively creating a shrinkage in their consumer buying power; and

WHEREAS, the North Carolina General Assembly’s Government Performance Audit Committee’s (GPAC II) Report, dated January 22, 2008, states,”...that the State is paying, on average, about 7% below the competitive market (4); and

WHEREAS, a number of UNC employees earn less than $25,625, the living income standard and these statewide basic compensation issues adversely impact the staff at the University of North Carolina(5); therefore

BE IT RESOLVED, that the Staff Assembly of the University of North Carolina requests that employees covered under the State Personnel Act receive funding for the Comprehensive Compensation Plan for fiscal year 2008-2009 that provides state employees the following:

1. A Cost-of-Living adjustment in the amount of no less than $3,500 per employee and;
2. A salary increase of no less than 3.5% across all categories and;
3. A 1% Performance Bonus to recognize and reward employees demonstrating noteworthy performance.
BE IT FURTHER RESOLVED, that the Staff Assembly recommends to the President of the University of North Carolina and his administration to support and convey this resolution to the Board of Governors and the North Carolina General Assembly.

Signed on behalf of the Staff Assembly of the University of North Carolina,
JC Boykin

References:

1. State Personnel Act General Statute Chapter 126