

**The University of North Carolina**  
**Salary Policy for Employees**  
**Subject to the State Personnel Act (SPA)**

During the 2008 Session of the N.C. General Assembly, funds were appropriated for SPA salary increases for the greater of one thousand one hundred dollars (\$1,100) or two and seventy-five hundredths percent (2.75%) to be added to the employee's annual base pay. These funds must be distributed in accordance with SPA salary policy and legislative intent.

Other mechanisms for addressing SPA salary adjustments are based on the campus Career Banding Salary Administration policy.

Eligible employees are those subject to the State Personnel Act (SPA) who are full-time or part-time and are permanent or time-limited permanent.

Each UNC institution should have appropriate SPA salary policies in place and should follow them accordingly.

For more information, contact your campus Human Resource office.