



Human Resources Update

UNC System Staff Assembly Delegate Meeting
July 20-21, 2026

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Session Law 2026-41 (SB 257): 2026 Appropriations Act

- A mandatory **3% recurring base salary increase** for most Faculty, SAAO, EPS, and SHRA University employees, effective July 1, 2026. *(For most employees, they will see this increase in their July paychecks.)*
 - NCSSM and UNCSEA High School teachers receive a separately calculated increase, corresponding to the Teacher Salary Schedule.
 - Sworn university LEOs are will receive a 13% base salary increase, effective July 1.
- A one-time legislative **bonus of \$1,750 {salaries up to \$65k} or \$1,000 {salaries > \$65k}**, depending upon the employee's annual base salary as of June 30, 2026, payable in October 2026.
 - All permanent employees in an active pay status on June 30 will receive the corresponding bonus, even if they separate between July 1 and the pay-out date.
 - Temporary employees do not receive a bonus.

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2027 & 2028 State Health Plan Changes

The State budget increases the annual employer contribution to the State Health Plan by 5%, from \$8,500 to \$8,925 per covered active employee for FY 2026–27

STATE HEALTH PLAN BOARD OF TRUSTEES CHANGES

2027 Member Premiums

- Employee-only premiums will generally **increase by \$2 to \$8 per month**, depending on salary tier and plan selected.
- Family coverage will generally **increase by approximately \$29 to \$42 per month**.
- The salary-based premium structure implemented in 2026 will remain in place.

Tiered provider structure changes

- Effective January 1, 2027, the State Health Plan will implement a four-tier provider network:
 1. Preferred Providers
 2. Access Providers
 3. Non-Preferred Providers
 4. Out-of-Network Providers
- Preferred Providers will offer the lowest deductibles, copays, and out-of-pocket costs.
- Access Providers will maintain benefits comparable to current coverage.
- Non-Preferred Providers will have significantly higher member cost-sharing.

Jan. 1, 2028

- **BCBSNC** returns as the selected third-party administrator for both medical AND pharmacy benefits administration.



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GS 126A

- **Effective October 1, 2026, GS Chapter 126 will be repealed and GS Chapter 126A (Public Workforce Modernization Act), will be enacted instead**
- **Broadly, changes include:**
 - Removing policy guidance from legislation to allow OSHR flexibility
 - Increased opportunity for delegation of authority to UNC System
 - Paid parental leave increasing to 12 weeks (previously 8 weeks) [§126A-71]
 - Temporary/non-permanent employees can move into permanent jobs after only 3 months (previously 6 months) [§126A-56.1]
 - Increased hiring flexibility
 - Reusing applicant pools [§126A-56]
 - Lateral transfers [§126A-56.2]
 - An increased focus on reducing degree requirements [§126A-31]
 - Potentially increasing the number of paid holidays allowable from 12 to 13 [§126A-73]
 - Potentially increasing the minimum amount of time off for SHRA employees to 120 hours (previously 112 hours) [§126A-71]
- **We will be providing more details and updates on how this affects us Systemwide at the October Staff Assembly meeting.**



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Dual Employment

- Each campus has its own CP-30 form, and it makes borrowing staff/faculty members a painful process. Can the UNC System get a standard CP-30 form across all campuses? It would also be beneficial if all State of NC offices also had a standard CP 30 form as well.
- COMING SOON! PENDING PRESIDENTIAL AUTHORIZATION**
Reaffirmation of authority and confirmed by the State Treasurer that both EHRA and SHRA staff and faculty are able to work in a temp capacity for a sibling institution or state agency *without completing the CP-30 process.*
 - Employee remains employed by their primary institution in their regular primary role and may enter directly into a temporary employment agreement with a second UNC institution or state agency.
 - Secondary institution hires and pays the employee directly as a temp employee.
 - Employee receives a separate W-2 from the secondary institution.
 - Appropriate outside employment and conflict-of-interest approvals still apply.
- Employees who are “borrowed” by another institution for a temporary assignment are subject to the terms of a **MOU** between the institutions. Used for interim placements, shared leadership roles, special projects, or other situations where the employee is effectively “on loan” for a period of time.
- Other complex situations involving split duties may require a CP-30.**
 Staff (at both Universities and State Agencies) are required to complete a CP-30 Dual Employment authorization, in accordance with OSHR policy and using OSHR’s [CP-30 form](#). *Institutions should not make their own version of CP-30.*



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Vacancies & Turnover

- VACANCY:** *The count of positions that have not had any assigned employee in a given month.*
- TURNOVER:** *The percentage of employees who have left an institution in a defined time period.*
- Which employee groups represent the largest share of UNC System vacancies?**
 - ~ 2600 positions Vacant > 12 months, as of June 2026. More than half are at UNC-CH.

	January 2026				June 2026			
	Filled		Vacant		Filled		Vacant	
	Count	%	Count	%	Count	%	Count	%
EHRA Faculty	15,407	91%	1,492	9%	15,282	91%	1,579	9%
EHRA Non-Faculty (EPS/SAAO)	16,266	89%	2,101	11%	16,444	89%	2,089	11%
SHRA	18,664	88%	2,565	12%	18,112	89%	2,224	11%
UNC System Totals	50,337	89%	6,158	11%	49,838	89%	5,892	11%



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Count & Vacancy Rates of Positions, by Detailed Job Category JUNE 2026

Highlights indicate permanent (*excluding time-limited, grad, resident, or post-doc*) job groups with > 100 positions Systemwide & June '26 vacancy > 11%

- Admin Professional Associates: 31 / 14%
- Ext. Affairs / Communications: 211 / 13%
- Facilities Professionals: 90 / 13%
- Health Science Professionals: 68 / 12%
- Health Science Paraprofessionals: 101 / 14%
- Research/Lab Paraprofessionals: 298 / 17%
- Research, Extension, Misc. Education: 636 / 15%
- Service/Maintenance Staff: 481 / 12%
- Skilled Crafts/Trades Supervisor: 16 / 14%
- Skilled Craftsperson/Trades: 207 / 14%



	Non-Vacant		Vacant	
	Count	%	Count	%
Academic Affairs Professionals	2,099	90%	227	10%
Administrative / Office Support Managers	170	91%	17	9%
Administrative / Office Support Supervisors, Leads, and Staff	5,576	90%	624	10%
Administrative Professional Associates	185	86%	31	14%
Administrative Unit Heads / Professionals	668	92%	61	8%
Athletic Affairs Professionals	899	95%	52	5%
Environment Professionals	32	82%	7	18%
Environment Tech / Paraprofessional	276	90%	29	10%
External Affairs & Communications Professionals	1,411	87%	211	13%
Facilities Professionals	622	87%	90	13%
Faculty / Corps of Instruction	15,019	92%	1,303	8%
Fiscal Affairs Professionals	2,002	90%	228	10%
Heads of Academic Divisions, Departments, & Centers	149	93%	11	7%
Heads of Administrative Divisions, Departments, & Centers	528	92%	49	8%
Health Science Professionals	522	88%	68	12%
Health Science Tech / Paraprofessional	641	86%	101	14%
Information Technology Professionals	2,581	94%	178	6%
Institutional Administrators	285	81%	28	9%
Institutional Affairs Professionals	962	91%	96	9%
Institutional Tech / Paraprofessional	1,216	90%	142	10%
Limited Term Positions	5	2%	256	98%
Managers	56	90%	6	10%
Pending Review	1	20%	4	80%
Post Docs & Residents	65	58%	48	42%
Professionals with Academic Rank	166	94%	10	6%
Research / Lab Tech / Paraprofessional	1,473	83%	298	17%
Research, Extension, and Other Education Professionals	3,619	85%	636	15%
Senior Institutional & Chief Functional Officers	411	91%	40	9%
Service/Maintenance Staff	3,394	88%	481	12%
Service/Maintenance Supervisor	358	90%	39	10%
Skilled Craft Supervisor	98	86%	16	14%
Skilled Craftsperson	1,307	86%	207	14%
Student Affairs Professionals	2,008	90%	230	10%
Technology Tech / Paraprofessional	1,012	94%	67	6%
Top Executive Officers	18	100%	0	0
Trainees / Fellows / Interns (Students Enrolled at Another Institution)	6	86%	1	14%
UNC System Overall	49,838	89%	5,892	11%

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Vacancies & Turnover

- Are there metrics showing increased workload, overtime, burnout, delayed service, etc. tied to long-term vacancies?
 - System Office does not track specific reasons for vacancies nor employee turnover beyond voluntary vs. involuntary separation. Each institution may follow their own protocols for maintaining records tied to exit surveys or collecting reasons for employee separations or transfers.
 - We are exploring new ways to track compensation that may allow us to better capture overtime in the future, but it would be difficult to tie that directly to any specific reason, like extra work due to vacancy.
 - Voluntary turnover rates have remained relatively flat for the past 2 years (between 6.8% and 7.4% on a rolling 12-month basis) and have returned to a baseline lower than pre-COVID rates. Peak voluntary turnover occurred in 2022, with turnover at **11.1%** (Great Resignation), and declined through mid-2024.
 - Involuntary turnover rates during the same period are just shy of **2%**, peaking mid- to late-2025 at **2.1%**, likely attributable to significant RIFs at PBS NC and at several institutions due to the ending of federal funding.
 - Across State agencies in 2025 – The rolling 12-month turnover rate increased from 12.6% to 12.9%, and staffing levels are improving as the vacancy rate dropped from 21.3% to 17.2% in 2025. (Compared to 11% Systemwide)

** Source: OSHR 2025 Compensation & Benefits Report



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SHRA / EHRA Class & Comp Update

- What is the status of SHRA to EHRA conversions? I understand that minor changes in positions that are SHRA exempt would result in the position being converted to EPS, requiring the incumbent employee to sign the new terms and conditions/conversion paperwork, even if they don't want to convert. This is counter to the previous direction.
- If a position is SHRA non-exempt and changes indicate the position would need to become exempt, it will be converted to EPS. Why is that?
 - All institutions should have begun to offer EHRA conversion to relevant SHRA staff.
 - If a role falls into one of the enumerated categories identified in legislation as being EHRA or is SHRA, FLSA-exempt, employees may remain in their same status, UNLESS:
 - Significant changes in the position's duties require a change in classification/JCAT adjustment.
 - If there is no change in classification/JCAT, the employee is not mandated to convert.
 - If there is a change in SHRA competency level in the same classification, a request may be submitted to System Office to grant an exception to allow the change.
 - No one will be FORCED to convert to EHRA, but it may limit opportunities for growth within their position.
 - Both SHRA and EHRA positions may be either FLSA-exempt or FLSA non-exempt.
 - *If a role an SHRA role is FLSA-exempt, that position must be made EHRA upon vacancy of the position.*



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SHRA / EHRA Class & Comp Update

- To get an adjustment in salary, a long-term employee must seek jobs in other departments, and this reduces protections. What is the System doing to reform our internal pay adjustment rules so that loyal employees don't have to choose between financial survival and job stability?
 - **Converting to EPS does NOT mean that individuals will be terminated.**
This is a false narrative that we count on STAFF ASSEMBLY representatives to help dispel.
 - SHRA employees may be eligible for additional compensation due to absorbing additional duties (temporarily or permanently) or a warranted change in competency level.
 - SHRA and EHRA employees are eligible for Sign-On and Retention Bonuses, consistent with institution policies.
 - EHRA employees are eligible for Performance Bonuses.
 - SHRA salary ranges (and exceptions to them) are more limited than EHRA salary ranges. They are controlled by the State Human Resources Commission, not by the UNC System.
 - EHRA salary ranges can provide additional flexibility within the range, and with fewer limitations on systemwide adjustments there is an easier path to future higher compensation.
 - SHRA Longevity should be a contributing factor when determining new EPS salary, upon conversion.
 - Primary SHRA "protections" around termination simply change the timeline and steps by which an individual may be dismissed. If separated without cause, both SHRA and EHRA employees are due separation payments, notice of discontinuation, or a combination of the two¹.

¹Source: UNC Policy Manual 300.1.1.III.B.1



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Other Questions

- **How should overtime/comp time that may be earned by participating in Staff Assembly be handled by a delegate's unit, in the event they are unable to use it within the 12-month period (for comp time)?**
 - Any earned comp time should be used within the prescribed period and should be used first, before any accrued vacation or personal leave. If comp time balances exist after the 12-month period, the institution is responsible for payout of that leave, based on regular practices and funded by the Institution.
 - Staff Assembly is not funded to cover leave payouts.
- **Can we expand remote/hybrid work allowances to save on commuting costs, or implement summer schedule flexibilities to ease the financial burden on staff?**
 - Each institution can establish remote/hybrid work scenarios for their employees based on the needs of the respective division/department(s). This can include alternate or flexible scheduling, as long as the needs of the institution are being met.



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Pending Items for Investigation

- Alignment of Adverse Weather campus-based policies with current State/System policy
- Alignment of Bereavement Leave campus-based policies/practice for consistency
- Review of and update to relevant policies, resulting from implementation of GS 126A



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