

TO: HRAC and HR Connections
SUBJECT: Limiting Certain EHRA Salary Actions Effective 7/1/19 or Later
DATE: May 9, 2019

NC State HR Community,

This week we received a directive from the UNC System Office to temporarily restrict **EHRA** salary actions effective July 1, 2019 or later that fall into certain categories.

Restricted EHRA actions:

- Labor market and equity-related salary adjustments
- Salary adjustments resulting from incremental changes in job title or additional duties
- Speculative or pre-emptive retention-related salary adjustments where there is not specific information regarding either an active recruitment effort or a specific job offer

Please note: Any salary actions that have already been submitted to University HR by May 7th for one of the restricted categories above will be processed subject to normal procedures and salary pre-approval guidelines.

Salary actions related to the following may proceed as normal:

- EHRA reclassifications that result in substantially different job titles
- SHRA to EHRA reclassification
- EHRA salary supplements for interim or acting appointments or significant new administrative assignments, such as department chairs
- External or internal competitive events
- Time-critical EHRA equity adjustments addressing a specific EEO concern or legal matter will be considered on a case-by-case basis
- SHRA salary actions

We will keep you updated as we receive more information from the UNC System Office impacting salary actions, including the 2019 Annual Raise Process. If you have questions, please contact the [Classification and Compensation Consultant for your OUC](#).

Thank you.