The Office of University Relations is sending this message on behalf of Miles Lackey, Vice Chancellor for Business Affairs, and Lori Preiss, Associate Vice Chancellor for Human Resources.

Dear Faculty and Staff,

We have an update on the 3.5% legislative salary increase (LSI) effective July 1, 2022. The UNC System Office recently released the LSI instructions and eligibility criteria. Implementation information and the eligibility criteria are summarized below.

- The 3.5% LSI will be calculated on each eligible employee’s June 30, 2022, base salary. For example, an employee earning a base salary of $50,000 on June 30, 2022, will have a new base salary of $51,750, retroactively effective July 1, 2022 ($50,000 x 1.035 = $51,750). Note: the calculation of the LSI excludes any non-permanent administrative salary supplements or salary increase in place for an interim appointment or temporary increased duties.
- The LSI will be reflected in employees’ August 31, 2022, paychecks, subject to the eligibility criteria below.
- SHRA longevity payments and premium pay, overtime pay, etc. earned in July will be recalculated to include the LSI and the difference will be included in the September 30, 2022, paycheck.
- The LSI is awarded regardless of current performance ratings or the presence of any active disciplinary actions.
- Eligible employees currently on disability or on a leave of absence (paid or unpaid) may be eligible for the LSI upon their return.

Eligibility Requirements

- Only permanent benefits-eligible part-time or full-time (.50 FTE or greater) SHRA and EHRA employees (including time-limited and probationary employees) are eligible for the LSI.
- Temporary employees and student employees are not eligible for the LSI.
- Employees who separated from employment prior to July 1, 2022, are not eligible for the LSI.
- Eligible employees who separate from employment between July 1, 2022, and August 31, 2022, will receive a prorated retroactive LSI lump sum payment in their final paycheck.
- Faculty members who entered the Phased Retirement Program on July 1, 2022, are not eligible for the LSI.
- SHRA employees who transfer from another UNC System institution or State agency with an effective date of July 1, 2022, or earlier are eligible for the LSI if they meet all other eligibility criteria.

If you have questions regarding the LSI, please contact the salary administration coordinator for your employee type.

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SHRA employee contact: Pam Cauk at caukp@uncw.edu