

EHRA Information Technology Position Conversion

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Background

- The North Carolina General Assembly expanded the exemptions under the North Carolina State Human Resources Act for EHRA non-faculty, to include certain university information technology roles.
- As a result, SHRA **FLSA exempt** employees in information technology classifications will be given a **one-time** opportunity to convert to EHRA non-faculty status or to remain SHRA FLSA exempt.
- SHRA non-exempt employees will not have the option to convert.
- UNC-General Administration (UNC-GA) anticipates approximately 2100 UNC-system SHRA FLSA exempt employees will be eligible for conversion from SHRA to EHRA non-faculty status

UNC-GA Next Steps

UNC-GA is in the process of compiling updates to relevant UNC system policies, regulations, and guidelines, including the issuance of guidance documents to system institutions to facilitate a smooth transition that will include:

1. Implementation guidelines to facilitate the option of existing SHRA FLSA exempt IT professionals to convert to EHRA status;
2. New EHRA job classifications and salary ranges;
3. FAQ's related to these changes to assist institution human resources offices in communicating these changes to existing SHRA FLSA exempt IT employees whose positions may be impacted; and
4. Create a dedicated page on the UNC-GA Human Resources website.

UNC-GA anticipates issuing these documents and policy changes to system institutions by December 2017.

University Human Resources

Next Steps

University Human Resources is working on the following initiatives to help facilitate a smooth transition for our employees at NC State:

1. Launch a dedicated page on the HR website, to include FAQs and other conversion communication compiled by UNC-GA (October 2017).
2. Work with UNC-GA to obtain answers to NC State's EHRA IT position conversion questions (October – November 2017).
3. Hold informational meetings with impacted employees and units, including but not limited to, updates to applicable university governance committees i.e. staff senate, IT Strategic Advisory Committee (ITSAC), Campus IT Directors Committee (CITD), etc. (October – November 2017).
4. Develop NC State-specific FAQs for impacted employees (on-going).

Questions?