ADDENDUM:
Q&A Responses from the last draft of the IT Conversion Package, as asked by campuses.

Will we be required to use System Office ranges?
Not necessarily. Universities who currently have special IRPS delegated authority can elect to provide the System Office with their own proposed university ranges, along with a detailed methodology on how they prepared them. We will review these proposals on a case-by-case basis, and, if acceptable, empower the university to maintain their own IRPS IT Professional ranges. There will almost definitely be an annual reporting requirement in those cases.

We are concerned with the idea that employees that do not elect to convert to EHRA can make that election later "at any time." This seems unmanageable. Can we consider an annual election?
We propose to revise this statement into a three year annual enrollment window. We'd allow a 90-day window this year, followed by 30-day windows for the next two consecutive years, after which the opportunity to transition would cease.

What happens if an employee converts to EHRA, however, the supervisor remains a SHRA? Is there an issue with a SHRA employee supervising an EHRA employee?
There's no rule that prevents an SHRA employee from supervising an EHRA employee.

What happens if the salary of a SHRA supervisor is less than the EHRA employee?
Unless the situation exists currently, or you added a salary increase during the conversion, this shouldn't become an issue. If this does happen, we encourage you to pursue a market or equity adjustment, under existing rules, in that circumstance. The circumstances of the IT conversion would be a strong consideration during the review process.

Can an employee's longevity pay be pro-rated for time spent as SHRA in the year that they convert to EHRA?

Yes, at the time they convert, they'll get a pro-rata.

For the notice/severance provision related to at-will discontinuations, will we count previous SHRA service in determining whether that notice is 30, 60 or 90 days?
Yes.

Page 11 of the Draft EHRA IT position Frequently Asked Questions notes employees who choose to convert to EHRA status may sign a new terms and condition of employment document. Will a template of that document be provided? We utilize contracts for EHRA non-faculty employee. Will we be able to continue this practice?
Universities should have employees sign whatever standard, institutional EHRA paperwork they currently use, so long as it addresses all relevant and applicable System-level policies.

While I completely understand that EHRA employees are not subject to the same disciplinary policies as SHRA employees, I don't believe that someone who has behaved badly and received a disciplinary letter should get a reprieve by converting to EHRA. A standing disciplinary action should remain for the duration of its 18 month term.
While disciplinary paperwork may not have the same technical meanings in the EHRA world, we certainly would expect it to remain relevant and filed. Prior poor performance could certainly be a consideration in decision making with respect to an at-will employee.

Will campuses still be limited to the 3 IT Directors SAAO II max limitation?
Yes. We don't envision any change to procedures on generic SAAO-II roles.

Will the UNC System fund increases to move employees into the appropriate ranges?
No. Any salary increases related to this initiative are the responsibility of the constituent institution.

How much flexibility do we have in mapping current positions to new positions?
Institutions will have broad discretion based on their assessment of the current duties and responsibilities of each impacted position.

Will institutions be required to adjust the salaries of employees who may fall below the proposed minimum of the salary range?
Constituent institutions will not be required to adjust salaries above the new minimum, but we expect the issue to be addressed over time.

For recruitment purposes of IT EHRA classes, can we modify the minimum education and experience when posting an IT EHRA class to meet our business need? Or do we have to use the stated minimums and put specific requirements in the preferences section?
Institutions will need to use our minimum Education & Experience requirements. We'll review and adjust, where needed, especially in new Manager I classes. It is possible for universities to augment E&E with university-specific requirements in the "preferred qualifications" section of their job description.