

# EHRA LAW ENFORCEMENT OFFICERS CLASSIFICATION & COMPENSATION PROGRAM SUMMARY



All UNC System law enforcement officers will transition to a special EHRA campus police officer status by June 30, 2023. Each campus will determine its specific transition date. Here are details of the changes:

## IMPLEMENTATION



### Implementation Plan

Campus Police Chiefs and Chief HR Officers will work jointly to develop their implementation and communication plans. Before implementation, all sworn campus police employees will be notified of their newly assigned job classification and career progression step and increased leave accruals (when applicable). When applicable, these employees will also be informed of any salary adjustments to bring them to the minimum of a newly assigned classification and/or career progression step.

## CLASSIFICATION



### New Classification System

The new, University-developed job classification system for law enforcement officers features entirely new job classifications and associated career progression steps. This provides professional career advancement opportunities based on years of work experience and achievement of NC law enforcement certificates in addition to formal promotional opportunities filled through a competitive process.



### Job Protections Continue

All officers below the ranks of Chief and Deputy Chief will maintain their current SHRA job protections, even while becoming EHRA employees. Grievance rights and progressive discipline will still be in effect, and you will **not** be an at-will employee.

## BENEFITS



### Vacation and Sick Leaves

All officers will receive 24 days of vacation leave per year, unless you already earn more than that; if that is the case, your leave accruals will remain at the higher level. Since EHRA and SHRA employees accrue sick leave at the same amounts, your sick leave will not change.



### Additional Benefits

Officers will continue to receive 5% of their annual salary in their 401(k) account, as well as eligibility for a special separation allowance under LEORS.

## COMPENSATION



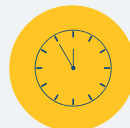
### New Salary Ranges

New salary ranges will be in place for each classification and progression step. Ranges will be provided before implementation and updated periodically by System Office to maintain market competitiveness.



### Career Progression Increases

This new program features multiple career progression steps within each classification with each bringing a salary increase of at least 5% in base salary when officers satisfy the relevant criteria. With multiple levels of Police Officer, Master Police Officer, Police Supervisor, and Senior Police Supervisor, campus law enforcement officers have long-term opportunities for career and salary growth in addition to competitive promotional opportunities.



### Overtime Pay Continues

Moving to EHRA status will not affect your eligibility to earn overtime pay for those campus police positions that presently receive this added compensation. Overtime pay is governed by Federal regulation and is not determined by SHRA or EHRA status.



### Longevity Pay Eligibility

If you were originally hired as an SHRA officer, you will retain eligibility for longevity pay under a grandfathering provision. New officers hired as EHRA will not be eligible for longevity pay.



### Premium Pay Rules Still Apply

Officers presently eligible for various types of premium compensation as SHRA employees, such as holiday pay, shift pay, and on-call pay, continue to be eligible for these special compensation types as EHRA employees.



### Educational Benefits

Officers will receive additional annual pay for college degrees (\$1,500/year for a bachelor's and \$3,000/year for advanced degrees). Also, eligible officers can use an unlimited number of tuition waivers at UNC institutions during an academic year.