

FAQ - Fiscal Year 2022-23 Annual Raise Process (ARP)

- 1. Who is eligible to receive the 3.5% increase to their base salary?** Current permanent full and part time employees, who were employed in a permanent benefits eligible position on June 30, 2022, and are still employed in that status are eligible for the 3.5% salary base increase, which will be calculated on the June 30, 2022, base salary.
- 2. If I have an active disciplinary action and/or received a “below expectations” rating on my performance evaluation, will I still receive the increase?** Yes, any employee who meets the eligibility criteria will receive the increase regardless of performance or active discipline.
- 3. I’m retiring effective August 1, 2022. Will my vacation leave payout be calculated using the 3.5% increase?** Yes.
- 4. I am currently on a leave of absence. Am I eligible for the 3.5% legislative increase?** Upon your return to work, you may be eligible for the legislative increase if you satisfy all other eligibility requirements.
- 5. Will my longevity payment be adjusted to reflect this increase?** Yes, if you received longevity pay in July, you will receive an adjustment to reflect the 3.5% increase.
- 6. When will the 3.5% be reflected in my salary?** The change in base pay will be made effective July 1, 2022, and will be available for viewing in UNCGenie August 31, 2022.
- 7. Are eligible employees paid from non-state funds eligible for the salary increase?** Yes, salary increase applies to employees paid from all funding sources. However, these increases are not covered by the Legislature and the University must use its own resources to cover these increases.
- 8. If I have questions about the amount I receive, who should I contact?** SHRA staff and EHRA non-faculty employees should contact the Operations Team in HR at hrops@uncg.edu; faculty members should contact the Faculty Personnel Services Team in the Provost Office at fps@uncg.edu.
- 9. I am a faculty member in the phased retirement program. Am I eligible for the increase?** Subject to any limitations imposed under the State Retirement System and the legislative appropriations process, faculty members who entered the Phased Retirement Program on July 1, 2022, are not eligible for the mandatory legislative increase. Faculty members who entered the Phased Retirement Program in 2021 or prior years are eligible for the mandatory legislative increase.

10. **Are employees who transferred to UCG from another state agency eligible?** Yes. Any SHRA employee who transfers with an effective date of July 1, 2022 or earlier is eligible to receive the legislative increase.