



## **Compensation Reserve Report**

**February 14, 2019**

Submitted by the State Board of Community Colleges

2019 General Assembly

House of Representatives Appropriations Committee

and

Senate Committee on Appropriations/Base Budget

As Required by Section 35.11 of Session Law 2018-5

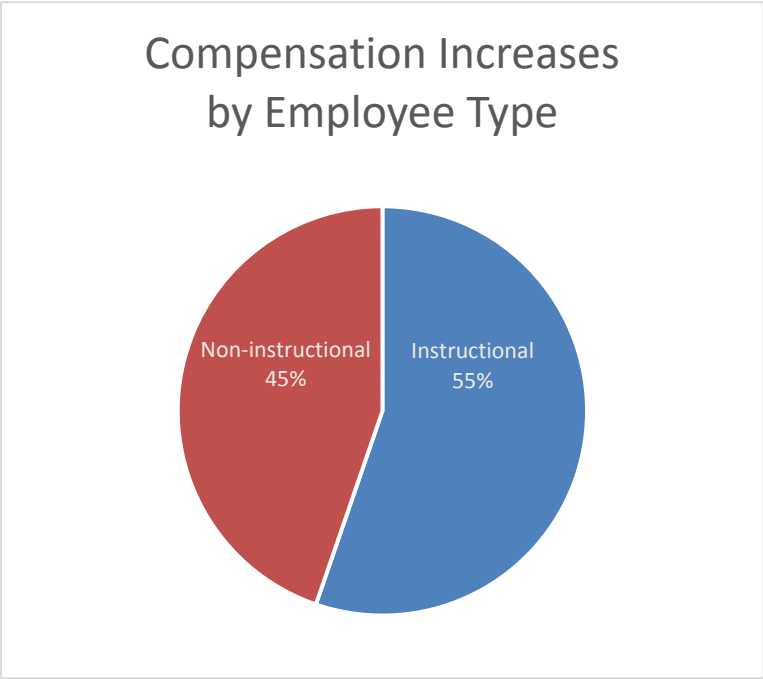
**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM**

**REPORT ON THE USE OF FUNDS FROM THE 2018-19 COMPENSATION INCREASE RESERVE**

Session Law 2018-5, appropriated \$24 million recurring compensation increase reserve for State-funded local community college employees. The compensation reserve appropriations included the associated cost of the employers' retirement and Social Security contributions. These recurring funds were included in the colleges' formula allotments.

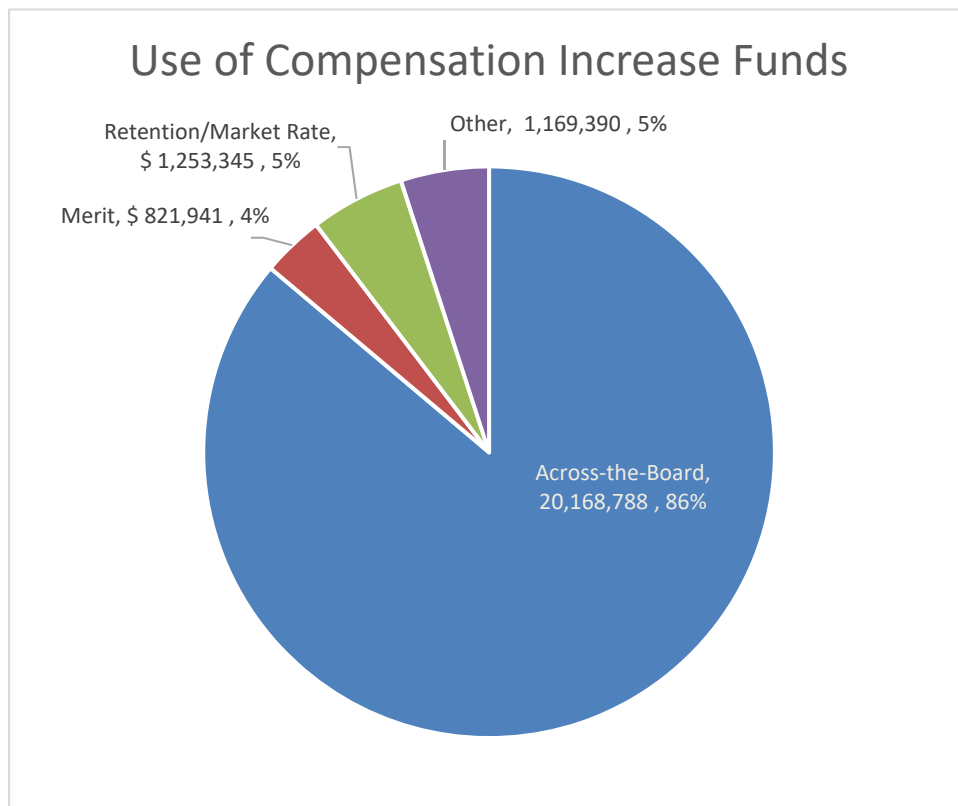
Section 35.11 of S.L. 2018-5 states, "Funds appropriated...may be used for any one or more of the following purposes: (i) merit pay, (ii) across-the-board increases, (iii) recruitment bonuses, (iv) retention increases, (v) any other compensation increase pursuant to those policies." The provision required the State Board of Community Colleges to make a report on the use of funds to the General Assembly no later than March 1, 2019. This report is submitted to fulfill this requirement.

The following charts show the use of funds from both reserves based on type of increase and employee type. Consistent with last year, 55% of the compensation increase funds supported increases to instructional employees and 45% to non-instructional. Attachment A provides this breakout by community college.



All colleges gave across-the-board increases and, statewide, the majority of the compensation reserve funds were used for that purpose (86%). Attachment B provides this breakout by community college. The remainder of the reserve funds were used to support other forms of compensation increases/adjustments, including retention/market adjustments, merit increases,

recruitment bonuses, and other adjustments authorized by college personnel policies. Fifty-one colleges used a portion of their compensation increase funds for these types of targeted adjustments.



Twenty-six colleges provided retention/market rate increases as part of their compensation plan, which comprise 5% of the total compensation increase reserve funds. While the specific positions affected by this increase varied by college, there was less variation than in prior years, as colleges mostly gave targeted raises to hard-to-fill instructional positions and those with departmental chair duties. While instructional staff were most often recipients of this type of increase, non-instructional staff such as financial aid advisors and information technology also benefitted. A few colleges also provided increases to maintain compliance with college salary plans approved by local boards of trustees.

	Instructional	Non-Instructional	Total
Alamance CC	258,022	167,563	425,585
Asheville-Buncombe TCC	306,227	385,172	691,399
Beaufort County CC	58,396	118,010	176,406
Bladen CC	77,269	84,755	162,024
Blue Ridge CC	119,212	130,918	250,130
Brunswick CC	90,207	106,462	196,669
Caldwell CC & TI	253,421	134,565	387,986
Cape Fear CC	555,946	286,904	842,850
Carteret CC	100,487	97,703	198,190
Catawba Valley CC	262,385	214,679	477,064
Central Carolina CC	241,435	309,956	551,391
Central Piedmont CC	842,787	852,628	1,695,415
Cleveland CC	103,630	207,863	311,493
Coastal Carolina CC	266,235	189,119	455,354
College of The Albemarle	102,421	156,790	259,211
Craven CC	144,956	192,207	337,163
Davidson County CC	178,594	203,890	382,484
Durham TCC	285,027	206,935	491,962
Edgecombe CC	161,937	92,654	254,591
Fayetteville TCC	757,824	477,583	1,235,407
Forsyth TCC	478,170	291,401	769,571
Gaston College	263,105	264,436	527,541
Guilford TCC	636,213	415,317	1,051,530
Halifax CC	76,898	75,403	152,301
Haywood CC	98,420	93,545	191,965
Isothermal CC	75,579	147,326	222,905
James Sprunt CC	87,987	62,051	150,038
Johnston CC	291,705	123,326	415,031
Lenoir CC	249,965	172,757	422,722
Martin CC	41,959	71,239	113,198
Mayland CC	63,206	106,248	169,454
McDowell TCC	53,677	89,851	143,528
Mitchell CC	153,274	141,951	295,225
Montgomery CC	62,184	63,505	125,689
Nash CC	197,908	110,742	308,650
Pamlico CC	49,377	46,268	95,645
Piedmont CC	98,355	91,750	190,105
Pitt CC	492,674	294,380	787,054
Randolph CC	175,333	123,712	299,045
Richmond CC	149,580	156,092	305,672
Roanoke-Chowan CC	48,282	62,355	110,637
Robeson CC	153,021	125,889	278,910
Rockingham CC	102,605	95,900	198,505
Rowan-Cabarrus CC	365,804	262,416	628,220
Sampson CC	132,885	69,174	202,059
Sandhills CC	242,179	156,608	398,787
South Piedmont CC	135,301	156,372	291,673
Southeastern CC	126,614	101,210	227,824
Southwestern CC	148,622	140,008	288,630
Stanly CC	119,628	185,437	305,065
Surry CC	198,062	132,094	330,156
Tri-County CC	40,173	94,359	134,532
Vance-Granville CC	183,352	146,468	329,820
Wake TCC	1,392,310	663,206	2,055,516
Wayne CC	199,924	166,194	366,118
Western Piedmont CC	116,412	114,200	230,612
Wilkes CC	174,521	143,498	318,019
Wilson CC	99,119	99,619	198,738
<b>Total</b>	<b>\$12,940,801</b>	<b>\$10,472,663</b>	<b>\$23,413,464</b>

Note: The total funding was \$24,126,767, of which \$713,303 was used for college longevity expenses and applied to a shortage in retirement reserve.

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
Use of 2018-19 Compensation Reserve Funds

Attachment FC 02a

	Across-the-Board Increases	Merit Pay Increases	Retention/Market Rate Increases	Other Compensation	Total
Alamance CC	298,746	0	83,171	43,668 <sup>3</sup>	425,585
Asheville-Buncombe TCC	618,891	0	0	72,509 <sup>1,3</sup>	691,400
Beaufort County CC	142,452	33,954	0	0	176,406
Bladen CC	125,775	33,129	0	3,119 <sup>1</sup>	162,023
Blue Ridge CC	177,552	0	61,390	11,188 <sup>1,3</sup>	250,130
Brunswick CC	126,671	43,956	26,042	0	196,669
Caldwell CC & TI	359,162	0	4,492	24,332 <sup>1</sup>	387,986
Cape Fear CC	701,338	33,930	84,103	23,478 <sup>1</sup>	842,849
Carteret CC	195,976	0	2,214	0	198,190
Catawba Valley CC	477,064	0	0	0	477,064
Central Carolina CC	434,004	0	90,434	26,953 <sup>1</sup>	551,391
Central Piedmont CC	1,601,816	0	47,512	46,086 <sup>1</sup>	1,695,414
Cleveland CC	231,183	0	0	80,310 <sup>3</sup>	311,493
Coastal Carolina CC	453,631	0	0	1,723 <sup>3</sup>	455,354
College of The Albemarle	259,211	0	0	0	259,211
Craven CC	217,358	0	86,530	33,275 <sup>1,3</sup>	337,163
Davidson County CC	333,570	0	0	48,914 <sup>3</sup>	382,484
Durham TCC	444,603	43,121	0	4,238 <sup>1</sup>	491,962
Edgecombe CC	196,502	0	0	58,089 <sup>1,3</sup>	254,591
Fayetteville TCC	1,198,569	19,704	0	17,133 <sup>1,2</sup>	1,235,406
Forsyth TCC	769,571	0	0	0	769,571
Gaston College	511,172	0	0	16,369 <sup>1</sup>	527,541
Guilford TCC	1,051,530	0	0	0	1,051,530
Halifax CC	109,203	0	43,098	0	152,301
Haywood CC	186,869	0	3,431	1,665 <sup>1</sup>	191,965
Isothermal CC	196,165	16,199	8,984	1,557 <sup>1</sup>	222,905
James Sprunt CC	144,662	0	0	5,375 <sup>1,2</sup>	150,037
Johnston CC	402,291	0	0	12,740 <sup>3</sup>	415,031
Lenoir CC	380,444	0	0	42,278 <sup>1,3</sup>	422,722
Martin CC	99,884	0	13,314	0	113,198
Mayland CC	146,724	0	0	22,730 <sup>3</sup>	169,454
McDowell TCC	119,685	0	23,843	0	143,528
Mitchell CC	275,117	20,108	0	0	295,225
Montgomery CC	103,904	21,785	0	0	125,689
Nash CC	274,554	5,568	23,031	5,498 <sup>1,3</sup>	308,651
Pamlico CC	74,742	0	20,903	0	95,645
Piedmont CC	171,210	0	16,694	2,201 <sup>1</sup>	190,105
Pitt CC	755,556	0	31,498	0	787,054
Randolph CC	299,045	0	0	0	299,045
Richmond CC	236,107	3,856	63,463	2,246 <sup>1</sup>	305,672
Roanoke-Chowan CC	34,379	0	65,340	10,919 <sup>1,4</sup>	110,638
Robeson CC	214,439	0	0	64,471 <sup>3</sup>	278,910
Rockingham CC	179,144	19,361	0	0	198,505
Rowan-Cabarrus CC	549,911	0	0	78,310 <sup>1,3,4</sup>	628,221
Sampson CC	175,772	0	15,192	11,095 <sup>1</sup>	202,059
Sandhills CC	315,448	4,367	0	78,972 <sup>1,2</sup>	398,787
South Piedmont CC	232,884	0	31,587	27,202 <sup>1</sup>	291,673
Southeastern CC	181,834	0	0	45,990 <sup>2</sup>	227,824
Southwestern CC	278,825	0	9,805	0	288,630
Stanly CC	235,300	57,037	12,728	0	305,065
Surry CC	330,156	0	0	0	330,156
Tri-County CC	99,122	27,809	0	7,602 <sup>1,2</sup>	134,533
Vance-Granville CC	16,414	297,190	0	16,216 <sup>4</sup>	329,820
Wake TCC	1,456,388	139,619	370,205	89,304 <sup>1</sup>	2,055,516
Wayne CC	366,118	0	0	0	366,118
Western Piedmont CC	172,030	1,248	14,341	42,993 <sup>1,3</sup>	230,612
Wilkes CC	268,289	0	0	49,730 <sup>1,2</sup>	318,019
Wilson CC	159,825	0	0	38,913 <sup>2,3</sup>	198,738
<b>Total</b>	<b>\$20,168,787</b>	<b>\$821,941</b>	<b>\$1,253,345</b>	<b>\$1,169,391</b>	<b>\$23,413,464</b>

Note: The total funding was \$24,126,767, of which \$713,303 was used for college longevity expenses and applied to a shortage in retirement reserve.

SBCC

02/14/2019