

EHRA	SHRA	CSS	DMSS
Exempt from the State Human Resources Act of North Carolina (G.S. 126)	Subject to the State Human Resources Act of North Carolina (G.S. 126)	Exempt from the State Human Resources Act of North Carolina (G.S. 126)	Exempt from the State Human Resources Act of North Carolina (G.S.126)
Human Resources determines whether a EHRA employee is subject to or exempt from the Fair Labor Standards Act (FLSA) based upon the responsibilities of the position. Those positions subject to FLSA may earn comp time or overtime.	Human Resources determines whether a SHRA employee is subject to or exempt from the Fair Labor Standards Act (FLSA) based upon the responsibilities of the position. Those positions subject to FLSA may earn comp time or overtime.	Human Resources determines whether a CSS employee is subject to or exempt from the Fair Labor Standards Act (FLSA) based upon the responsibilities of the position. Those positions subject to FLSA may earn comp time or overtime.	Human Resources determines whether a DMSS employee is subject to or exempt from the Fair Labor Standards Act (FLSA) based upon the responsibilities of the position. Those positions subject to FLSA may earn comp time or overtime.
Eligible employees may elect to participate in the Teachers' and State Employees' Retirement System (TSERS) or may choose an optional retirement program.	Eligible employees may elect to participate in the Teachers' and State Employees' Retirement System (TSERS) or may choose an optional retirement program.	Eligible employees may elect to participate in the Teachers' and State Employees' Retirement System (TSERS) or may choose an optional retirement program.	Eligible employees may elect to participate in the Teachers' and State Employees' Retirement System (TSERS) or may choose an optional retirement program.
EHRA Instructional, Research and Information Technology classification authority is governed by agreements between the UNC Board of Governors and the Office of State Human Resources; SAAO positions are governed by the UNC System Office.	State classification and compensation system.	State classification system and compensation system and University broad banding classification and compensation system for specific medical classifications.	State classification system and compensation system.
Subject to mandatory departmental performance reviews.	Performance management program is mandatory.	Performance management program is mandatory.	Performance management program is mandatory.
EHRA Non-Faculty are personnel served by the Department of Human Resources. EHRA Faculty are personnel who are served by the Office of the Provost or the Health Sciences Human Resources office. All EHRA personnel are served under the authority of the UNC Board of Governors.	Personnel served by the Department of Human Resources under the authority of the Office of Human Resources Personnel.	Personnel served by the Department of Human Resources under the authority of the ECU Board of Trustees.	Personnel served by the Department of Human Resources under the authority of the ECU Board of Trustees.