



OSC/BEACON

Flexible Furlough Explanation

Executive Order No. 11

Executive Order No. 11 (Establishing and Implementing a Flexible Furlough Plan for the 2008-09 Fiscal Year) **reduces all teachers and state employees' compensation by an amount equivalent to one half of 1% of their annual base salary over the remainder of the fiscal year ending June 30** (see table below to better understand how an employee's May and June pay could be impacted). For more detailed Flexible Furlough Program information visit www.osp.state.nc.us/ExternalHome/index.htm.

Base Salary	Total Deduction Equals One Half of 1% of Annual Base Pay	Amount Deducted from Pay Each of the (3) Remaining Biweekly FY 08-09 Pay Dates Beginning May 29 (for those currently paid biweekly)	Amount Deducted from Pay Each of the (2) Remaining Monthly FY 08-09 Pay Dates Beginning May 29 (for those currently paid monthly)
\$30,000	\$150	\$50	\$75
\$40,000	\$200	\$66.67	\$100
\$50,000	\$250	\$83.33	\$125
\$60,000	\$300	\$100	\$150
\$70,000	\$350	\$116.67	\$175
\$80,000	\$400	\$133.33	\$200
\$90,000	\$450	\$150	\$225
\$100,000	\$500	\$166.67	\$250

Calculating Annual Base Pay

In most cases **Annual Base Pay** can be calculated by taking the **Total Base Pay** amount printed on a recent pay statement and multiplying that amount by 12 for monthly paid employees. *This calculation could be skewed in situations when an employee has received Leave Without Pay or has had his or her pay retroactively adjusted.* DOT and temporary employees should check with their payroll departments to determine their Annual Base Pay. **Note:** Annual Base Pay does not include overtime, shift pay, on-call, callback or longevity pay.

What to Expect on Your Pay Statement

The Flexible Furlough deduction will appear under the **Earnings** section of the pay statement as **Flex Furlough Reduction**. See the example to the right demonstrating the \$100 deduction an employee with a \$40,000 annual base salary could expect to see. Notice that this employee's Total Base Pay is reduced by \$100.

	Hours	Current	YTD
Earnings			
Regular Salary		3333.33	16,667.67
Flex Furlough Reduction		100.00-	100.00-
** Total Base Pay		3233.33	16,567.67

10 Hours of Time Off

Additionally, the Flexible Furlough Program **credits fulltime employees with 10 hours of time off, which can be taken, with management approval, sometime between June 1 and Dec. 31, 2009.** Employees will use **Absence/Attendance Type 9710** when recording flexible furlough hours. For more detailed information, view the [Employee Self Service flexible furlough job aid](#) (click in the red to access the web link).