



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 0.5% 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 1/2 (.5) % 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. The OSC/BEACON team is currently working on a solution which will allow employees to record these hours. Please continue checking the BEST website at www.osc.nc.gov/BEST/index.html for additional information as it becomes available.