

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 2017

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HOUSE BILL 1026

Short Title: State Employee Pay Raise/\$2,400. (Public)

Sponsors: Representatives Malone, Setzer, R. Turner, and Jordan (Primary Sponsors).
For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Appropriations

May 30, 2018

A BILL TO BE ENTITLED

AN ACT AWARDING A TWO-THOUSAND-FOUR-HUNDRED-DOLLAR PAY INCREASE TO STATE EMPLOYEES EARNING LESS THAN ONE HUNDRED THOUSAND DOLLARS AND APPROPRIATING FUNDS FOR THOSE PURPOSES.

The General Assembly of North Carolina enacts:

GENERAL PROVISIONS

SECTION 1.(a) Effective July 1, 2018, the annual salaries of all State employees subject to or exempt from the North Carolina Human Resources Act who earn less than one hundred thousand dollars (\$100,000) shall be increased by the sum of two thousand four hundred dollars (\$2,400) in the 2018-2019 fiscal year. Those eligible employees include:

- (1) Permanent full-time State officials and persons whose salaries are set in accordance with the State Human Resources Act.
(2) Permanent full-time State officials and persons in positions exempt from the State Human Resources Act.
(3) Permanent part-time State employees, on a pro rata basis.
(4) Temporary and permanent hourly State employees.

SECTION 1.(b) Effective July 1, 2018, the annual salaries of noncertified public school employees whose salaries are supported from State funds and who earn less than one hundred thousand dollars (\$100,000) shall be increased as follows:

- (1) For permanent full-time employees on a 12-month contract, by two thousand four hundred dollars (\$2,400).
(2) For the following employees, by a prorated and equitable amount based on the amount specified in subdivision (1) of this subsection:
a. Permanent full-time employees on a contract for less than 12 months.
b. Permanent part-time employees.
c. Temporary and permanent hourly employees.

Teachers, principals, and assistant principals are not eligible to receive the increase authorized by this subsection.

SECTION 1.(c) Except as otherwise provided, the annual salary increases provided in this act do not apply to persons separated from State service due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to July 1, 2018.

SECTION 1.(d) Employees eligible for statutory increases under G.S. 20-187.3, 7A-102, and 7A-171.1 who earn less than one hundred thousand dollars (\$100,000) annually shall receive the increases authorized by this section.



1 **SECTION 1.(e)** Payroll checks issued to employees after July 1, 2018, that represent
2 payment of services provided prior to July 1, 2018, shall not be eligible for salary increases
3 provided for in this act. This subsection applies to all employees paid from State funds, whether
4 or not subject to or exempt from the North Carolina Human Resources Act, including employees
5 of public schools, community colleges, and The University of North Carolina.

6 **SECTION 1.(f)** Salaries and Related Benefits for Positions That Are Funded:

- 7 (1) Partially from the General Fund or Highway Fund and partially from sources
8 other than the General Fund or Highway Fund shall be increased from the
9 General Fund or Highway Fund appropriation only to the extent of the
10 proportionate part of the salaries paid from the General Fund or Highway
11 Fund.
12 (2) Fully from sources other than the General Fund or Highway Fund shall be
13 increased as provided by this act. The Director of the Budget may increase
14 expenditures of receipts from these sources by the amount necessary to
15 provide the legislative increase to receipt-supported personnel in the certified
16 budget.

17 The Director of the Budget may increase expenditures of receipts from these sources
18 in the certified budget by the amount necessary to provide the increases authorized by this Part
19 to receipt-supported personnel.

20 **SECTION 1.(g)** Nothing in this act authorizes the transfer of funds between the
21 General Fund and the Highway Fund for salary increases.

22 23 **JUDICIAL BRANCH**

24 **SECTION 2.** Effective July 1, 2018:

- 25 (1) The annual salaries of employees of the Judicial Department earning less than
26 one hundred thousand dollars (\$100,000) and whose salaries are not itemized
27 in this Current Operations Appropriations Act shall be increased by the sum
28 of two thousand four hundred dollars (\$2,400) in the 2018-2019 fiscal year.
29 (2) The district attorney or public defender of a judicial district, with the approval
30 of the Administrative Officer of the Courts or the Commission on Indigent
31 Defense Services, respectively, shall set the annual salaries of assistant district
32 attorneys or assistant public defenders, respectively, in that district such that
33 the average salaries of assistant district attorneys or assistant public defenders
34 in that district who earn less than one hundred thousand dollars (\$100,000)
35 shall be increased by the sum of two thousand four hundred dollars (\$2,400)
36 in the 2018-2019 fiscal year, in accordance with the provisions of this section.
37 (3) The annual salaries of elected clerks of court earning less than one hundred
38 thousand dollars (\$100,000) shall be increased by the sum of two thousand
39 four hundred dollars (\$2,400) in the 2018-2019 fiscal year.
40 (4) The annual salaries of full-time clerks of court set under G.S. 7A-102(c1) shall
41 be increased by the sum of two thousand four hundred dollars (\$2,400) in the
42 2018-2019 fiscal year.
43 (5) The annual salaries of magistrates under G.S. 7A-171.1 shall be increased by
44 the sum of two thousand four hundred dollars (\$2,400) in the 2018-2019 fiscal
45 year.

46 47 **LEGISLATIVE BRANCH**

48 **SECTION 3.** Effective July 1, 2018:

- 49 (1) The annual salaries, in effect on June 30, 2018, of the nonelected employees
50 of the General Assembly who earn less than one hundred thousand dollars
51 (\$100,000) shall be increased by the sum of two thousand four hundred dollars

1 (\$2,400) in the 2018-2019 fiscal year in accordance with the provisions of this
2 act.
3 (2) The salaries of sergeants-at-arms and reading clerks set under G.S. 120-37 are
4 increased, pro rata, to the sum of four hundred thirty-nine dollars (\$439.00)
5 for the 2018-2019 fiscal year and four hundred sixty-eight dollars (\$468.00)
6 for the 2018-2019 fiscal year.
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8 **COMMUNITY COLLEGES**

9 **SECTION 4.** Effective July 1, 2018, the minimum annual salaries for nine-month,
10 full-time curriculum community college faculty earning less than one hundred thousand dollars
11 (\$100,000) shall be increased by the sum of two thousand four hundred dollars (\$2,400) in the
12 2018-2019 fiscal year.
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14 **UNIVERSITY OF NORTH CAROLINA SYSTEM**

15 **SECTION 5.** Effective July 1, 2018, the annual salaries of all full-time University
16 of North Carolina SHRA and EHRA employees earning less than one hundred thousand dollars
17 (\$100,000) shall be increased by the sum of two thousand four hundred dollars (\$2,400) in the
18 2018-2019 fiscal year.
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20 **STATE AGENCY TEACHERS**

21 **SECTION 6.** Eligible employees of schools operated by the Department of Health
22 and Human Services, the Department of Public Safety, the State Board of Education, and
23 employees of the School of Science and Mathematics of The University of North Carolina who
24 are paid on the Teacher Salary Schedule shall receive the salary increase authorized in this act.
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26 **APPROPRIATIONS**

27 **SECTION 7.(a)** State Employees/General Fund. – There is appropriated from the
28 General Fund to the Reserve for Compensation Increases the sum of four hundred thirty-eight
29 million two hundred eighty-eight thousand two hundred seventy-five dollars (\$438,288,275) for
30 the 2018-2019 fiscal year to provide the salary increases authorized in this act.

31 **SECTION 7.(b)** State Employees/Highway Fund. – There is appropriated from the
32 Highway Fund to the Reserve for Compensation Increases the sum of fifteen million three
33 hundred fifty-eight thousand two hundred twenty-nine dollars (\$15,358,229) for the 2018-2019
34 fiscal year to provide the salary increases authorized in this act.
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36 **EFFECTIVE DATE**

37 **SECTION 8.** This act becomes effective July 1, 2018.