

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2017

**H.B. 1026**  
**May 29, 2018**  
**HOUSE PRINCIPAL CLERK**

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**HOUSE BILL DRH30462-LRa-130A**

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

Sponsors: Representatives Malone, Setzer, R. Turner, and Jordan (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT AWARDING A TWO-THOUSAND-FOUR-HUNDRED-DOLLAR PAY  
3 INCREASE TO STATE EMPLOYEES EARNING LESS THAN ONE HUNDRED  
4 THOUSAND DOLLARS AND APPROPRIATING FUNDS FOR THOSE PURPOSES.

5 The General Assembly of North Carolina enacts:

6  
7 **GENERAL PROVISIONS**

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

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

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

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

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

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

33 **SECTION 1.(d)** Employees eligible for statutory increases under G.S. 20-187.3,  
34 7A-102, and 7A-171.1 who earn less than one hundred thousand dollars (\$100,000) annually  
35 shall receive the increases authorized by this section.



\* DRH 30462 - LRA - 130A \*

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.