

# FAILED



NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 1030

AMENDMENT NO. A5  
(to be filled in by  
Principal Clerk)

H1030-ALR-34 [v.5]

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Amends Title [NO]  
Fifth Edition

Date \_\_\_\_\_, 2016

Senator Smith-Ingram

1 moves to amend the bill on page 34, line 22, through page 37, line 9, by rewriting those lines to  
2 read:

3 **"SCHOOL-BASED ADMINISTRATOR SALARY SCHEDULE**

4 **SECTION 9.2.(a)** The following base salary schedule for school-based administrators  
5 shall apply only to principals and assistant principals. This base salary schedule shall apply for the  
6 2016-2017 fiscal year commencing July 1, 2016.

7 **2016-2017 Principal and Assistant Principal Salary Schedules**

8	Classification					
9	Years of Exp	Assistant	Prin I	Prin II	Prin III	Prin IV
10		Principal	(0-10)	(11-21)	(22-32)	(33-43)
11	0-9	\$3,987	-	-	-	-
12	10	\$4,057	-	-	-	-
13	11	\$4,205	-	-	-	-
14	12	\$4,325	-	-	-	-
15	13	\$4,409	\$4,409	-	-	-
16	14	\$4,465	\$4,465	-	-	-
17	15	\$4,523	\$4,523	\$4,579	-	-
18	16	\$4,579	\$4,579	\$4,638	-	-
19	17	\$4,638	\$4,638	\$4,698	\$4,758	-
20	18	\$4,698	\$4,698	\$4,758	\$4,821	\$4,884
21	19	\$4,758	\$4,758	\$4,821	\$4,884	\$4,948
22	20	\$4,821	\$4,821	\$4,884	\$4,948	\$5,016
23	21	\$4,884	\$4,884	\$4,948	\$5,016	\$5,083
24	22	\$4,948	\$4,948	\$5,016	\$5,083	\$5,151
25	23	\$5,016	\$5,016	\$5,083	\$5,151	\$5,221
26	24	\$5,083	\$5,083	\$5,151	\$5,221	\$5,292
27	25	\$5,151	\$5,151	\$5,221	\$5,292	\$5,368
28	26	\$5,221	\$5,221	\$5,292	\$5,368	\$5,442
29	27	\$5,292	\$5,292	\$5,368	\$5,442	\$5,517
30	28	\$5,368	\$5,368	\$5,442	\$5,517	\$5,593
31	29	\$5,442	\$5,442	\$5,517	\$5,593	\$5,672
32	30	\$5,517	\$5,517	\$5,593	\$5,672	\$5,754



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1	31	\$5,593	\$5,593	\$5,672	\$5,754	\$5,836
2	32	\$5,672	\$5,672	\$5,754	\$5,836	\$5,910
3	33	\$5,754	\$5,754	\$5,836	\$5,910	\$6,027
4	34	\$5,836	\$5,836	\$5,910	\$6,027	\$6,148
5	35	\$5,910	\$5,910	\$6,027	\$6,148	\$6,271
6	36	\$6,027	\$6,027	\$6,148	\$6,271	\$6,396
7	37	-	\$6,148	\$6,271	\$6,396	\$6,524
8	38	-	-	\$6,396	\$6,524	\$6,654
9	39	-	-	\$6,524	\$6,654	\$6,787
10	40	-	-	-	\$6,787	\$6,923
11	41	-	-	-	\$6,923	\$7,061
12	42	-	-	-	-	\$7,202

**2016-2017 Principal and Assistant Principal Salary Schedules**  
**Classification**

Years of Exp	Prin V (44-54)	Prin VI (55-65)	Prin VII (66-100)	Prin VIII (101+)
17	0-19	\$5,016	-	-
18	20	\$5,083	-	-
19	21	\$5,151	\$5,221	-
20	22	\$5,221	\$5,292	\$5,442
21	23	\$5,292	\$5,368	\$5,517
22	24	\$5,368	\$5,442	\$5,593
23	25	\$5,442	\$5,517	\$5,672
24	26	\$5,517	\$5,593	\$5,754
25	27	\$5,593	\$5,672	\$5,836
26	28	\$5,672	\$5,754	\$5,910
27	29	\$5,754	\$5,836	\$6,027
28	30	\$5,836	\$5,910	\$6,148
29	31	\$5,910	\$6,027	\$6,271
30	32	\$6,027	\$6,148	\$6,396
31	33	\$6,148	\$6,271	\$6,524
32	34	\$6,271	\$6,396	\$6,654
33	35	\$6,396	\$6,524	\$6,787
34	36	\$6,524	\$6,654	\$6,923
35	37	\$6,654	\$6,787	\$7,061
36	38	\$6,787	\$6,923	\$7,202
37	39	\$6,923	\$7,061	\$7,346
38	40	\$7,061	\$7,202	\$7,493
39	41	\$7,202	\$7,346	\$7,643
40	42	\$7,346	\$7,493	\$7,796
41	43	\$7,493	\$7,643	\$7,952
42	44	-	\$7,796	\$8,111
43	45	-	\$7,952	\$8,273

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1 46+ - - \$8,438 \$8,607

2 **SECTION 9.2.(b)** The appropriate classification for placement of principals and  
3 assistant principals on the salary schedule, except for principals in alternative schools and in  
4 cooperative innovative high schools, shall be determined in accordance with the following  
5 schedule:

6	<b>Classification</b>	<b>Number of Teachers Supervised</b>
7	Assistant Principal	
8	Principal I	Fewer than 11 Teachers
9	Principal II	11-21 Teachers
10	Principal III	22-32 Teachers
11	Principal IV	33-43 Teachers
12	Principal V	44-54 Teachers
13	Principal VI	55-65 Teachers
14	Principal VII	66-100 Teachers
15	Principal VIII	More than 100 Teachers

16 The number of teachers supervised includes teachers and assistant principals paid from  
17 State funds only; it does not include teachers or assistant principals paid from non-State funds or  
18 the principal or teacher assistants.

19 The beginning classification for principals in alternative schools and in cooperative  
20 innovative high school programs shall be the Principal III level. Principals in alternative schools  
21 who supervise 33 or more teachers shall be classified according to the number of teachers  
22 supervised.

23 **SECTION 9.2.(c)** A principal shall be placed on the step on the salary schedule that  
24 reflects the total number of years of experience as a certified employee of the public schools and  
25 an additional step for every three years of experience serving as a principal on or before June 30,  
26 2009. A principal or assistant principal shall also continue to receive any additional State-funded  
27 percentage increases earned for the 1997-1998, 1998-1999, and 1999-2000 school years for  
28 improvement in student performance or maintaining a safe and orderly school.

29 **SECTION 9.2.(d)** Principals and assistant principals with certification based on  
30 academic preparation at the six-year degree level shall be paid a salary supplement of one hundred  
31 twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a salary  
32 supplement of two hundred fifty-three dollars (\$253.00) per month.

33 **SECTION 9.2.(e)** Longevity pay for principals and assistant principals shall be as  
34 provided for State employees under the North Carolina Human Resources Act.

35 **SECTION 9.2.(f)** If a principal is reassigned to a higher job classification because the  
36 principal is transferred to a school within a local school administrative unit with a larger number  
37 of State-allotted teachers, the principal shall be placed on the salary schedule as if the principal  
38 had served the principal's entire career as a principal at the higher job classification.

39 If a principal is reassigned to a lower job classification because the principal is  
40 transferred to a school within a local school administrative unit with a smaller number of  
41 State-allotted teachers, the principal shall be placed on the salary schedule as if the principal had  
42 served the principal's entire career as a principal at the lower job classification.

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1           This subsection applies to all transfers on or after the effective date of this section,  
2 except transfers in school systems that have been created, or will be created, by merging two or  
3 more school systems. Transfers in these merged systems are exempt from the provisions of this  
4 subsection for one calendar year following the date of the merger.

5           **SECTION 9.2.(g)** Participants in an approved full-time master's in-school  
6 administration program shall receive up to a 10-month stipend at the beginning salary of an  
7 assistant principal during the internship period of the master's program. The stipend shall not  
8 exceed the difference between the beginning salary of an assistant principal plus the cost of  
9 tuition, fees, and books and any fellowship funds received by the intern as a full-time student,  
10 including awards of the Principal Fellows Program. The Principal Fellows Program or the school  
11 of education where the intern participates in a full-time master's in-school administration program  
12 shall supply the Department of Public Instruction with certification of eligible full-time interns.

13           **SECTION 9.2.(h)** During the 2016-2017 fiscal year, the placement on the salary  
14 schedule of an administrator with a one-year provisional assistant principal's certificate shall be at  
15 the entry-level salary for an assistant principal or the appropriate step on the teacher salary  
16 schedule, whichever is higher.

17           **SECTION 9.2.(i)** Any person paid on the School-Based Administrator Salary  
18 Schedule and employed on September 1, 2016, who does not receive a step increase on the  
19 School-Based Administrator Salary Schedule, shall receive a nonrecurring salary bonus of five  
20 hundred dollars (\$500.00), payable in the month of November 2016.

21           Notwithstanding G.S. 135-1(7a), the compensation bonus awarded by this section is  
22 not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State  
23 Employees' Retirement System.

24           **SECTION 9.2.(j)** All principals employed on September 1, 2016, regardless of source  
25 of funding for compensation, shall receive a one-time, lump-sum compensation bonus of two  
26 thousand dollars (\$2,000), payable in January of 2017. All assistant principals employed on  
27 September 1, 2016, regardless of source of funding for compensation, shall receive a one-time,  
28 lump-sum compensation bonus of five hundred dollars (\$500.00), payable in January of 2017.

29           Notwithstanding G.S. 135-1(7a), the compensation bonuses awarded by this subsection  
30 are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and  
31 Employees' Retirement System.

32           **SECTION 9.2.(k)** Section 9.2 of S.L. 2015-241 is repealed."; and  
33  
34 on page 38, line 24, through page 39, line 25, by rewriting those lines to read:

35  
36 **"CENTRAL OFFICE SALARIES**

37           **SECTION 9.5.(a)** The monthly salary ranges that follow apply to assistant  
38 superintendents, associate superintendents, directors/coordinators, supervisors, and finance  
39 officers for the 2016-2017 fiscal year, beginning July 1, 2016, and shall be increased by two  
40 percent (2%) annually as follows:

41           School Administrator I	\$ 3,459	\$ 6,449
42           School Administrator II	\$ 3,664	\$ 6,838
43           School Administrator III	\$ 3,887	\$ 7,252

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1	School Administrator IV	\$ 4,041	\$ 7,539
2	School Administrator V	\$ 4,202	\$ 7,843
3	School Administrator VI	\$ 4,455	\$ 8,314
4	School Administrator VII	\$ 4,633	\$ 8,648

5           The local board of education shall determine the appropriate category and placement  
6 for each assistant superintendent, associate superintendent, director/coordinator, supervisor, or  
7 finance officer within the salary ranges and within funds appropriated by the General Assembly  
8 for central office administrators and superintendents. The category in which an employee is placed  
9 shall be included in the contract of any employee.

10           **SECTION 9.5.(b)** The monthly salary ranges that follow apply to public school  
11 superintendents for the 2016-2017 fiscal year, beginning July 1, 2016, and shall be increased by  
12 two percent (2%) annually as follows:

13	Superintendent I	\$ 4,915	\$ 9,171
14	Superintendent II	\$ 5,215	\$ 9,723
15	Superintendent III	\$ 5,530	\$ 10,311
16	Superintendent IV	\$ 5,867	\$ 10,935
17	Superintendent V	\$ 6,224	\$ 11,599

18           The local board of education shall determine the appropriate category and placement  
19 for the superintendent based on the average daily membership of the local school administrative  
20 unit and within funds appropriated by the General Assembly for central office administrators and  
21 superintendents.

22           **SECTION 9.5.(c)** Longevity pay for superintendents, assistant superintendents,  
23 associate superintendents, directors/coordinators, supervisors, and finance officers shall be as  
24 provided for State employees under the State Personnel Act.

25           **SECTION 9.5.(d)** Superintendents, assistant superintendents, associate  
26 superintendents, directors/coordinators, supervisors, and finance officers with certification based  
27 on academic preparation at the six-year degree level shall receive a salary supplement of one  
28 hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided pursuant  
29 to this section. Superintendents, assistant superintendents, associate superintendents,  
30 directors/coordinators, supervisors, and finance officers with certification based on academic  
31 preparation at the doctoral degree level shall receive a salary supplement of two hundred  
32 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this  
33 section.

34           **SECTION 9.5.(e)** The State Board of Education shall not permit local school  
35 administrative units to transfer State funds from other funding categories for salaries for public  
36 school central office administrators.

37           **SECTION 9.5.(f)** Section 9.3 of S.L. 2015-241 is repealed.

38  
39 **NONCERTIFIED PERSONNEL SALARIES**

40           **SECTION 9.6.(a)** The annual salary increase for permanent, full-time noncertified  
41 public school employees whose salaries are supported from the State's General Fund shall be two  
42 percent (2%), commencing July 1, 2016.

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1           **SECTION 9.6.(b)** Local boards of education shall increase the rates of pay for such  
2 employees who were employed for all or part of fiscal year 2015-2016 and who continue their  
3 employment for fiscal year 2016-2017 by providing an annual salary increase for employees of  
4 two percent (2%).

5           For part-time employees, the pay increase shall be pro rata based on the number of  
6 hours worked.

7           **SECTION 9.6.(c)** The State Board of Education may adopt salary ranges for  
8 noncertified personnel to support increases of two percent (2%) for the 2016-2017 fiscal year.

9           **SECTION 9.6.(d)** Section 9.4 of S.L. 2015-241 is repealed.";

10 moves to amend the bill on page 151, line 6, through page 156, line 33, by rewriting the lines to  
11 read:

12 **"PART XXXVI. SALARIES AND BENEFITS**

13  
14 **GOVERNOR AND COUNCIL OF STATE**

15           **SECTION 36.1.** Section 30.1 of S.L. 2015-241 reads as rewritten:

16           **"SECTION 30.1.(a)** The salary of the Governor as provided by G.S. 147-11(a) shall remain  
17 unchanged for the ~~2015-2017 fiscal biennium~~, 2015-2016 fiscal year.

18           "SECTION 30.1.(a1) Effective July 1, 2016, G.S. 147-11(a) reads as rewritten:

19           "(a) The salary of the Governor shall be ~~one hundred forty two thousand two hundred~~  
20 ~~sixty five dollars (\$142,265)~~ one hundred forty five thousand one hundred ten dollars (\$145,110)  
21 annually, payable monthly."

22           **"SECTION 30.1.(b)** The annual salaries for members of the Council of State, payable  
23 monthly, shall remain unchanged for the ~~2015-2017 fiscal biennium~~, 2015-2016 fiscal year, as  
24 follows:

<u>Council of State</u>	<u>Annual Salary</u>
Lieutenant Governor	\$125,676
Attorney General	125,676
Secretary of State	125,676
State Treasurer	125,676
State Auditor	125,676
Superintendent of Public Instruction	125,676
Agriculture Commissioner	125,676
Insurance Commissioner	125,676
Labor Commissioner	125,676

35           "SECTION 30.1.(b1) Effective July 1, 2016, the annual salaries for members of the Council  
36 of State, payable monthly, are increased by two percent (2%), as follows:

<u>Council of State</u>	<u>Annual Salary</u>
<u>Lieutenant Governor</u>	<u>\$128,190</u>
<u>Attorney General</u>	<u>128,190</u>
<u>Secretary of State</u>	<u>128,190</u>
<u>State Treasurer</u>	<u>128,190</u>
<u>State Auditor</u>	<u>128,190</u>

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1	<u>Superintendent of Public Instruction</u>	<u>128,190</u>
2	<u>Agriculture Commissioner</u>	<u>128,190</u>
3	<u>Insurance Commissioner</u>	<u>128,190</u>
4	<u>Labor Commissioner</u>	<u>128,190</u>
5	...."	

**CERTAIN EXECUTIVE BRANCH OFFICIALS**

**SECTION 36.2.** Section 30.2 of S.L. 2015-241 reads as rewritten:

"**SECTION 30.2.(a)** The annual salaries, payable monthly, for the following executive branch officials shall remain unchanged for the ~~2015-2017 fiscal biennium~~, 2015-2016 fiscal year, as follows:

<u>Executive Branch Officials</u>	<u>Annual Salary</u>
Chairman, Alcoholic Beverage Control Commission	\$111,868
State Controller	156,159
Commissioner of Banks	125,676
Chair, Board of Review, Division of Employment Security	123,255
Members, Board of Review, Division of Employment Security	121,737
Chairman, Parole Commission	123,255
Members of the Parole Commission	113,887
Chairman, Utilities Commission	139,849
Members of the Utilities Commission	125,676
Executive Director, North Carolina Agricultural Finance Authority	108,915

"**SECTION 30.2.(a1)** The annual salaries, payable monthly, for the following executive branch officials for the 2016-2017 fiscal year are increased by two percent (2%), as follows:

<u>Executive Branch Officials</u>	<u>Annual Salary</u>
<u>Chairman, Alcoholic Beverage Control Commission</u>	<u>\$114,105</u>
<u>State Controller</u>	<u>159,282</u>
<u>Commissioner of Banks</u>	<u>128,190</u>
<u>Chair, Board of Review, Division of Employment Security</u>	<u>125,720</u>
<u>Members, Board of Review, Division of Employment Security</u>	<u>124,172</u>
<u>Chairman, Parole Commission</u>	<u>125,720</u>
<u>Members of the Parole Commission</u>	<u>116,165</u>
<u>Chairman, Utilities Commission</u>	<u>142,646</u>
<u>Members of the Utilities Commission</u>	<u>128,190</u>
<u>Executive Director, North Carolina Agricultural Finance Authority</u>	<u>111,093</u> "

**JUDICIAL BRANCH SALARIES**

**SECTION 36.3.** Section 30.3 of S.L. 2015-241 reads as rewritten:

"**SECTION 30.3.(a)** Effective July 1, 2015, the annual salaries, payable monthly, for specified judicial branch officials for the ~~2015-2017 fiscal biennium~~, 2015-2016 fiscal year, are as follows:



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	<u>Judicial Branch Officials</u>	<u>Annual Salary</u>
1	Chief Justice, Supreme Court	\$143,623
2	Associate Justice, Supreme Court	139,896
3	Chief Judge, Court of Appeals	137,682
4	Judge, Court of Appeals	134,109
5	Judge, Senior Regular Resident Superior Court	130,492
6	Judge, Superior Court	126,875
7	Chief Judge, District Court	115,301
8	Judge, District Court	111,684
9	District Attorney	121,737
10	Assistant Administrative Officer of the Courts	118,152
11	Public Defender	121,737
12	Director of Indigent Defense Services	125,498

13 **"SECTION 30.3.(a1)** Effective July 1, 2016, the annual salaries, payable monthly, for  
 14 specified judicial branch officials for the 2016-2017 fiscal year, are as follows:

	<u>Judicial Branch Officials</u>	<u>Annual Salary</u>
15	Chief Justice, Supreme Court	<u>\$146,495</u>
16	Associate Justice, Supreme Court	<u>142,694</u>
17	Chief Judge, Court of Appeals	<u>140,436</u>
18	Judge, Court of Appeals	<u>136,791</u>
19	Judge, Senior Regular Resident Superior Court	<u>133,102</u>
20	Judge, Superior Court	<u>129,413</u>
21	Chief Judge, District Court	<u>117,607</u>
22	Judge, District Court	<u>113,918</u>
23	District Attorney	<u>124,172</u>
24	Assistant Administrative Officer of the Courts	<u>120,515</u>
25	Public Defender	<u>124,172</u>
26	Director of Indigent Defense Services	<u>128,008</u>

27 **"SECTION 30.3.(b)** The annual salaries of permanent full-time employees of the Judicial  
 28 Department whose salaries are not itemized in this act shall not be legislatively increased for the  
 29 2015-2017 fiscal biennium, 2015-2016 fiscal year, but may be increased as otherwise allowed by  
 30 law.

31 **"SECTION 30.3.(c)** The district attorney or public defender of a judicial district, with the  
 32 approval of the Administrative Officer of the Courts or the Commission on Indigent Defense  
 33 Services, respectively, shall set the salaries of assistant district attorneys or assistant public  
 34 defenders, respectively, in that district such that the average salaries of assistant district attorneys  
 35 or assistant public defenders in that district do not exceed seventy-two thousand seven hundred  
 36 ninety-seven dollars (\$72,797) and the minimum salary of any assistant district attorney or  
 37 assistant public defender is at least thirty-eight thousand six hundred twenty-eight dollars  
 38 (\$38,628), effective July 1, 2015.

39 **"SECTION 30.3.(c1)** The district attorney or public defender of a judicial district, with the  
 40 approval of the Administrative Officer of the Courts or the Commission on Indigent Defense  
 41 Services, respectively, shall set the salaries of assistant district attorneys or assistant public  
 42 defenders, respectively, in that district such that the average salaries of assistant district attorneys  
 43 or assistant public defenders in that district do not exceed seventy-two thousand seven hundred



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1 defenders, respectively, in that district such that the average salaries of assistant district attorneys  
2 or assistant public defenders in that district do not exceed seven-thousand two hundred fifty-  
3 three dollars (\$74,253) and the minimum salary of any assistant district attorney or assistant public  
4 defender is at least thirty-nine thousand four hundred one dollars (\$39,401), effective July 1, 2016.  
5 ...."  
6

7 **CLERK OF SUPERIOR COURT**

8 **SECTION 36.4.** Effective July 1, 2016, G.S. 7A-101(a) reads as rewritten:

9 "(a) The clerk of superior court is a full-time employee of the State and shall receive an  
10 annual salary, payable in equal monthly installments, based on the population of the county as  
11 determined in subsection (a1) of this section, according to the following schedule:

Population	Annual Salary
Less than 100,000	<del>\$84,390</del> <u>\$86,078</u>
100,000 to 149,999	<del>94,578</del> <u>96,470</u>
150,000 to 249,999	<del>104,766</del> <u>106,861</u>
250,000 and above	<del>114,958</del> <u>117,257</u>

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17 When a county changes from one population group to another, the salary of the clerk shall be  
18 changed, on July 1 of the fiscal year for which the change is reported, to the salary appropriate for  
19 the new population group, except that the salary of an incumbent clerk shall not be decreased by  
20 any change in population group during his continuance in office."  
21

22 **ASSISTANT AND DEPUTY CLERKS OF COURT**

23 **SECTION 36.5.** Effective July, 2016, G.S. 7A-102(c1) reads as rewritten:

24 "(c1) A full-time assistant clerk or a full-time deputy clerk, and up to one full-time deputy  
25 clerk serving as head bookkeeper per county, shall be paid an annual salary subject to the  
26 following minimum and maximum rates:

Assistant Clerks and Head Bookkeeper	Annual Salary
Minimum	<del>\$32,609</del> <u>\$33,261</u>
Maximum	<del>56,424</del> <u>57,552</u>
Deputy Clerks	Annual Salary
Minimum	<del>\$28,223</del> <u>\$28,787</u>
Maximum	<del>44,107</del> <u>44,989</u>

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34 **MAGISTRATES**

35 **SECTION 36.6.** Effective July 1, 2016, G.S. 7A-171.1 reads as rewritten:

36 **"§ 7A-171.1. Duty hours, salary, and travel expenses within county.**

37 (a) The Administrative Officer of the Courts, after consultation with the chief district  
38 judge and pursuant to the following provisions, shall set an annual salary for each magistrate.

39 (1) A full-time magistrate shall be paid the annual salary indicated in the table set  
40 out in this subdivision. A full-time magistrate is a magistrate who is assigned to  
41 work an average of not less than 40 hours a week during the term of office. The  
42 Administrative Officer of the Courts shall designate whether a magistrate is  
43 full-time. Initial appointment shall be at the entry rate. A magistrate's salary

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1 shall increase to the next step every two years on the anniversary of the date the  
2 magistrate was originally appointed for increases to Steps 1 through 3, and  
3 every four years on the anniversary of the date the magistrate was originally  
4 appointed for increases to Steps 4 through 6.

5 Table of Salaries of Full-Time Magistrates

6 Step Level	Annual Salary
7 Entry Rate	<del>\$35,275</del> \$35,981
8 Step 1	<del>37,950</del> 38,709
9 Step 2	<del>40,835</del> 41,652
10 Step 3	<del>43,890</del> 44,768
11 Step 4	<del>47,550</del> 48,501
12 Step 5	<del>51,960</del> 52,999
13 Step 6	<del>56,900</del> 58,038.

14 ...

15 (a1) Notwithstanding subsection (a) of this section, the following salary provisions apply to  
16 individuals who were serving as magistrates on June 30, 1994:

17 ~~(1) The minimum and maximum salaries of magistrates who on June 30, 1994,~~  
18 ~~were paid at a salary level of less than five years of service under the table in~~  
19 ~~effect that date shall be as follows:~~

	Minimum	Maximum
20 Less than 1 year of service		\$27,846
21 1 or more but less than 3 years of service	28,027	– 29,027
22 3 or more but less than 5 years of service	30,405	– 31,405

23 ~~Upon completion of five years of service, those magistrates shall receive the~~  
24 ~~salary set as the Entry Rate in the table in subsection (a).~~

25 (1) The minimum and maximum salaries of magistrates who on June 30, 1994,  
26 were paid at a salary level of less than five years of service under the table in  
27 effect that date shall be as follows:

	Minimum	Maximum
28 <u>Less than 1 year of service</u>		<u>\$28,403</u>
29 <u>1 or more but less than 3 years of service</u>	<u>28,588</u>	<u>– 29,608</u>
30 <u>3 or more but less than 5 years of service</u>	<u>31,013</u>	<u>– 32,033</u>

31 Upon completion of five years of service, those magistrates shall receive the  
32 salary set as the Entry Rate in the table in subsection (a) of this section.

33 ...."

34  
35  
36  
37 **LEGISLATIVE BRANCH SALARIES**

38 **SECTION 36.7.** Section 30.4 of S.L. 2015-241 reads as rewritten:

39 **"SECTION 30.4.(a)** For the 2015-2017 fiscal biennium, the salaries of members and officers  
40 of the General Assembly shall remain unchanged at the amounts set under G.S. 120-3, as provided  
41 in 1994 by the 1993 General Assembly.

42 **"SECTION 30.4.(b)** The annual salaries of the Legislative Services Officer and of nonelected  
43 employees of the General Assembly in effect on June 30, 2015, shall not be legislatively increased

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1 for the ~~2015-2017 fiscal biennium, 2015-2016 fiscal year~~, but may be increased as otherwise  
2 allowed by law.

3 "**SECTION 30.4.(b1)** The annual salaries of the Legislative Services Officer and of  
4 nonelected employees of the General Assembly in effect on June 30, 2016, are increased by two  
5 percent (2%).

6 "**SECTION 30.4.(c)** Legislative employees paid pursuant to subsection (b) of this section  
7 shall receive the compensation bonus awarded by this act."

8  
9 **GENERAL ASSEMBLY PRINCIPAL CLERKS**

10 **SECTION 36.8.** Effective July 1, 2016, G.S. 120-37(c) reads as rewritten:

11 "(c) The principal clerks shall be full-time officers. Each principal clerk shall be entitled to  
12 other benefits available to permanent legislative employees and shall be paid an annual salary of  
13 ~~one hundred six thousand three hundred thirty-three dollars (\$106,333), one hundred eight~~  
14 ~~thousand four hundred sixty dollars (\$108,460),~~ payable monthly. Each principal clerk shall also  
15 receive such additional compensation as approved by the Speaker of the House of Representatives  
16 or the President Pro Tempore of the Senate, respectively, for additional employment duties beyond  
17 those provided by the rules of their House. The Legislative Services Commission shall review the  
18 salary of the principal clerks prior to submission of the proposed operating budget of the General  
19 Assembly to the Governor and shall make appropriate recommendations for changes in those  
20 salaries. Any changes enacted by the General Assembly shall be by amendment to this paragraph."  
21

22 **SERGEANT-AT-ARMS AND READING CLERKS**

23 **SECTION 36.9.** Effective July 1, 2016, G.S. 120-37(b) reads as rewritten:

24 "(b) The sergeant-at-arms and the reading clerk in each house shall be paid a salary of ~~four~~  
25 ~~hundred four dollars (\$404.00) four hundred twelve dollars (\$412.00)~~ per week plus subsistence at  
26 the same daily rate provided for members of the General Assembly, plus mileage at the rate  
27 provided for members of the General Assembly for one round trip only from their homes to  
28 Raleigh and return. The sergeants-at-arms shall serve during sessions of the General Assembly and  
29 at such time prior to the convening of, and subsequent to adjournment or recess of, sessions as  
30 may be authorized by the Legislative Services Commission. The reading clerks shall serve during  
31 sessions only."  
32

33 **COMMUNITY COLLEGES PERSONNEL**

34 **SECTION 36.10.** Section 30.5 of S.L. 2015-241 reads as rewritten:

35 "**SECTION 30.5.(a)** The minimum salaries for nine-month, full-time curriculum community  
36 college faculty for the ~~2015-2017 fiscal biennium 2015-2016 fiscal year~~ shall remain unchanged  
37 as follows:

<u>Education Level</u>	<u>Minimum Salary</u>
Vocational Diploma/Certificate or Less	\$35,314
Associate Degree or Equivalent	35,819
Bachelor's Degree	38,009
Master's Degree or Education Specialist	39,952
Doctoral Degree	42,753

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1 No full-time faculty member shall earn less than the minimum salary for his or her education  
2 level.

3 The pro rata hourly rate of the minimum salary for each education level shall be used to  
4 determine the minimum salary for part-time faculty members.

5 "SECTION 30.5.(a1) The minimum salaries for nine-month, full-time curriculum community  
6 college faculty for the 2016-2017 fiscal year are as follows:

<u>Education Level</u>	<u>Minimum Salary</u>
<u>Vocational Diploma/Certificate or Less</u>	<u>\$36,020</u>
<u>Associate Degree or Equivalent</u>	<u>36,535</u>
<u>Bachelor's Degree</u>	<u>38,769</u>
<u>Master's Degree or Education Specialist</u>	<u>40,751</u>
<u>Doctoral Degree</u>	<u>43,608</u>

13 No full-time faculty member shall earn less than the minimum salary for his or her education  
14 level.

15 The pro rata hourly rate of the minimum salary for each education level shall be used to  
16 determine the minimum salary for part-time faculty members.

17 "SECTION 30.5.(b) For the 2015-2017 fiscal biennium, the community college boards of  
18 trustees may provide personnel a salary increase pursuant to the policies adopted by the State  
19 Board of Community Colleges.

20 ~~Funds~~ For the 2015-2016 fiscal year, funds for compensation increases may be used for any  
21 one or more of the following purposes: (i) merit pay, (ii) across-the-board increases, (iii)  
22 recruitment bonuses, (iv) retention increases, and (v) any other compensation increase pursuant to  
23 policies adopted by the State Board of Community Colleges. The State Board of Community  
24 Colleges shall make a report on the use of these funds to the 2016 Regular Session of the 2015  
25 General Assembly no later than March 1, 2016.

26 "SECTION 30.5.(b1) Effective July 1, 2016, the annual compensation of community college  
27 faculty and nonfaculty employees is increased by two percent (2%)."

28  
29 **UNIVERSITY OF NORTH CAROLINA SYSTEM**

30 **SECTION 36.11.** Section 30.6 of S.L. 2015-241 reads as rewritten:

31 "SECTION 30.6.(a) Effective for the ~~2015-2017 fiscal biennium, 2015-2016 fiscal year,~~ the  
32 annual compensation of all full-time University of North Carolina SHRA and EHRA employees  
33 shall not be legislatively increased for the 2015-2017 fiscal biennium, but may be increased as  
34 otherwise allowed by law.

35 "SECTION 30.6.(a1) Effective for the 2016-2017 fiscal year, the annual compensation of all  
36 full-time University of North Carolina SHRA and EHRA employees are increased by two percent  
37 (2%)."

38  
39 **STATE AGENCY TEACHERS**

40 **SECTION 36.12.** Employees of schools operated by the Department of Health and  
41 Human Services, the Department of Public Safety, the State Board of Education, and employees of  
42 the School of Science and Mathematics of The University of North Carolina, who are paid on the

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1 Teacher Salary Schedule, shall receive any experience step increases authorized by Section 9.1 of  
2 this act.

3  
4 **ALL STATE-SUPPORTED PERSONNEL**

5 **SECTION 36.14.** Section 30.8 of S.L. 2015-241 reads as rewritten:

6 "**SECTION 30.8.(a)** For the ~~2015-2017 fiscal biennium~~:2015-2016 fiscal year:

7 (1) Except as provided by Part 9, Section 30.5, Section 30.7, and Section 30.15 of  
8 this act, the annual salaries of all employees subject to or exempt from the  
9 North Carolina Human Resources Act shall not be legislatively increased, but  
10 may be increased as otherwise provided by law.

11 (2) All eligible State-supported personnel shall receive a compensation bonus as  
12 authorized by this Part.

13 "**SECTION 30.8.(a1)** For the 2016-2017 fiscal year:

14 (1) Unless otherwise specifically provided, the annual salaries of all employees  
15 subject to or exempt from the North Carolina Human Resources Act are  
16 increased by two percent (2%).

17 (2) All eligible State-supported personnel shall receive a compensation bonus as  
18 authorized by this Part.

19 "**SECTION 30.8.(b)** Salaries and Related Benefits for Positions That Are Funded. –

20 (1) Partially from the General Fund or Highway Fund and partially from sources  
21 other than the General Fund or Highway Fund shall be increased from the  
22 General Fund or Highway Fund appropriation only to the extent of the  
23 proportionate part of the salaries paid from the General Fund or Highway Fund.

24 (2) Fully from sources other than the General Fund or Highway Fund shall be  
25 increased as provided by this act. The Director of the Budget may increase  
26 expenditures of receipts from these sources by the amount necessary to provide  
27 the legislative increase to receipt-supported personnel in the certified budget.

28 "**SECTION 30.8.(c)** ~~Except~~ For the 2015-2016 fiscal year, ~~except~~ as otherwise provided, the  
29 salary increases provided in this act do not apply to persons separated from State service due to  
30 resignation, dismissal, reduction in force, death, or retirement, or whose last workday is prior to  
31 July 1, 2015.

32 "**SECTION 30.8.(c1)** For the 2016-2017 fiscal year, ~~except~~ as otherwise provided, the salary  
33 increases provided in this act do not apply to persons separated from State service due to  
34 resignation, dismissal, reduction in force, death, or retirement, or whose last workday is prior to  
35 July 1, 2016.

36 "**SECTION 30.8.(d)** ~~Employees~~ For the 2015-2016 fiscal year, employees shall receive the  
37 statutory increases provided by G.S. 20-187.3, 7A-102, and 7A-171.1. Notwithstanding  
38 G.S. 20-187.3, the increases authorized by that statute for members of the State Highway Patrol  
39 become effective January 1, 2016. Notwithstanding any provision of law to the contrary, the salary  
40 increases authorized on the employee anniversary date by G.S. 7A-171.1 for magistrates and  
41 G.S. 7A-102 for assistant and deputy clerks of superior court shall become effective January 1,  
42 2016.

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1       **"SECTION 30.8.(e)** ~~Payroll~~ For the 2015-2016 fiscal year, payroll checks issued to  
2 employees after July 1, 2015, that represent payment of services provided prior to July 1, 2015,  
3 shall not be eligible for salary increases provided for in this act. This subsection applies to all  
4 employees paid from State funds, whether or not subject to or exempt from the North Carolina  
5 Human Resources Act, including employees of public schools, community colleges, and The  
6 University of North Carolina.

7       **"SECTION 30.8.(e1)** For the 2016-2017 fiscal year, payroll checks issued to employees after  
8 July 1, 2016, that represent payment of services provided prior to July 1, 2016, shall not be  
9 eligible for salary increases provided for in this act. This subsection applies to all employees paid  
10 from State funds, whether or not subject to or exempt from the North Carolina Human Resources  
11 Act, including employees of public schools, community colleges, and The University of North  
12 Carolina.

13       **"SECTION 30.8.(f)** Nothing in this act authorizes the transfer of funds between the General  
14 Fund and the Highway Fund for salary increases."  
15

16 **MOST STATE EMPLOYEES**

17       **SECTION 36.15.** Section 30.9 of S.L. 2015-241 reads as rewritten:

18       **"SECTION 30.9.(a)** ~~For the 2015-2017 fiscal biennium, 2015-2016 fiscal year,~~ except as  
19 otherwise provided by this Part, the annual salaries in effect June 30, 2015, for the following  
20 employees shall not be legislatively increased, but may be increased as otherwise allowed by law:

- 21           (1) Permanent full-time State officials and persons whose salaries are set in  
22 accordance with the State Human Resources Act.  
23           (2) Permanent full-time State officials and persons in positions exempt from the  
24 State Human Resources Act.  
25           (3) Permanent part-time State employees.  
26           (4) Temporary and permanent hourly State employees.

27       **"SECTION 30.9.(a1)** For the 2016-2017 fiscal year, except as otherwise specifically  
28 provided, the annual salaries in effect June 30, 2016, for the following employees are increased by  
29 two percent (2%):

- 30           (1) Permanent full-time State officials and persons whose salaries are set in  
31 accordance with the State Human Resources Act.  
32           (2) Permanent full-time State officials and persons in positions exempt from the  
33 State Human Resources Act.  
34           (3) Permanent part-time State employees.  
35           (4) Temporary and permanent hourly State employees."

36  
37 **COMPENSATION BONUS AWARDED FOR FISCAL YEAR 2016-2017**

38       **SECTION 36.16.(a)** Any person (i) whose salary is set by this Part, pursuant to the  
39 North Carolina Human Resources Act, or as otherwise authorized in this act and (ii) who is  
40 employed in a State-funded position on September 1, 2016, shall be awarded a one-time, lump  
41 sum compensation bonus for the 2016-2017 fiscal year in the amount of five hundred dollars  
42 (\$500.00) payable during the month of October 2016, except as provided by subsection (a1) of this  
43 section.



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1           **SECTION 36.16.(a1)** The following persons are not eligible to receive the bonus  
2 awarded by subsection (a) of this section:

- 3           (1) Persons receiving step increases under G.S. 20-187.3, 7A-102, or 7A-171.1.  
4           (2) Persons compensated under Section 30.3(c1) of S.L. 2015-241, as enacted by  
5 this act.  
6           (3) Teachers paid on the Salary Schedule in Section 9.1 of this act.  
7           (4) School-based administrators paid on the Salary Schedule in Section 9.2 of this  
8 act.

9           **SECTION 36.16.(b)** Notwithstanding G.S. 135-1(7a), the compensation bonus  
10 awarded by this section is not compensation under Article 1 of Chapter 135 of the General  
11 Statutes, the Teachers' and State Employees' Retirement System.

12           **SECTION 36.16.(c)** The compensation bonus awarded by this section is not part of  
13 annual salary and shall be paid out separately. The compensation bonus shall be awarded to  
14 eligible permanent employees without regard to an employee's placement within the salary range,  
15 including employees at the top of the salary range. The compensation bonus shall be adjusted pro  
16 rata for permanent part-time employees.

17           **SECTION 36.16.(d)** Recipients of disability benefits under Article 6 of Chapter 135  
18 of the General Statutes who have not terminated their employment and who otherwise meet the  
19 conditions of this section are eligible to receive the bonus, which shall be paid by the employing  
20 agency. The Disability Income Plan will neither pay the bonus nor reimburse the employer for  
21 payment.

22           **SECTION 36.16.(e)** The funds available for the bonus authorized by this section shall  
23 be paid to The University of North Carolina EHRA employees in accordance with policies  
24 adopted by the Board of Governors of The University of North Carolina.

25           **SECTION 36.16.(f)** For part-time employees, the bonus shall be pro rata based on the  
26 number of hours worked.

27  
28 **USE OF FUNDS APPROPRIATED FOR LEGISLATIVELY MANDATED SALARY**  
29 **INCREASES/COMPENSATION BONUSES/EMPLOYEE BENEFITS**

30           **SECTION 36.17.(a)** The appropriations set forth in Section 2.1 of this act include  
31 appropriations for legislatively mandated salary increases and compensation bonuses in amounts  
32 set forth in the committee report described in Section 39.2 of this act. The Office of State Budget  
33 and Management shall ensure that those funds are used only for the purposes of legislatively  
34 mandated salary increases, compensation bonuses, and employee benefits. Any funds remaining in  
35 the compensation and benefits reserves shall be used to adjust the salaries of any positions that fall  
36 below the minimum of the new salary grade assigned to those positions during the realignment of  
37 salary grades pursuant to the Office of State Human Resources' Statewide Compensation System  
38 Project. Any funds remaining following the adjustment to these positions shall revert in  
39 accordance with G.S. 143C-1-2(b), unless otherwise provided by law.

40           **SECTION 36.17.(b)** If the Director of the Budget determines that funds appropriated  
41 to a State agency for legislatively mandated salary increases, compensation bonuses, and  
42 employee benefits exceed the amount required by that agency for those purposes, the Director may

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1 reallocate those funds to other State agencies that received insufficient funds for legislatively  
2 mandated salary increases, compensation bonuses, and employee benefits.

3 **SECTION 36.17.(c)** No later than March 1, 2017, the Office of State Budget and  
4 Management shall report to the Joint Legislative Commission on Governmental Operations on the  
5 expenditure of funds for legislatively mandated salary increases, compensation bonuses, and  
6 employee benefits. This report shall include at least the following information for each State  
7 agency for the 2016-2017 fiscal year:

- 8 (1) The total amount of funds that the agency received for legislatively mandated  
9 salary increases, compensation bonuses, and employee benefits.  
10 (2) The total amount of funds transferred from the agency to other State agencies  
11 pursuant to subsection (b) of this section. This section of the report shall  
12 identify the amounts transferred to each recipient State agency.  
13 (3) The total amount of funds used by the agency for legislatively mandated salary  
14 increases, compensation bonuses, and employee benefits.  
15 (4) The use of any funds under subsection (a) of this section to adjust the salaries of  
16 any positions that fall below the minimum of the new salary grade assigned to  
17 those positions during the realignment of salary grades pursuant to the Office of  
18 State Human Resources' Statewide Compensation System Project.  
19 (5) The amount of funds expected to revert under subsection (a) of this section."  
20  
21  
22

23 **ADJUSTMENTS OF APPROPRIATIONS TO FUND INCREASES AND BONUSES**

24 **SECTION 36.17A.(a)** With respect to positions funded from the General Fund, of the  
25 funds appropriated to the Statewide Reserves in this act and notwithstanding any provision of this  
26 act to the contrary, there is created a recurring reserve in the amount of one hundred thirty five  
27 million six hundred eighty eight thousand seven hundred twenty-seven dollars (\$135,688,727) and  
28 a non-recurring negative reserve in the amount of eight million three hundred thirty five thousand  
29 twenty-one dollars (\$8,335,021) to be administered by the Office of State Budget and  
30 Management (OSBM) for allocations effectuating the legislative compensation increases and  
31 bonuses authorized by this Part.

32 **SECTION 36.17A.(b)** With respect to positions funded from the Highway Fund, of  
33 the funds appropriated to the Statewide Reserves in this act and notwithstanding any provision of  
34 this act to the contrary, there is created a recurring reserve in the amount five million five hundred  
35 forty one thousand six hundred sixty-three dollars (\$5,541,663) and a non-recurring negative  
36 reserve in the amount of two hundred forty nine thousand two hundred five dollars (\$249,205) to  
37 be administered by the Office of State Budget and Management (OSBM) for allocations  
38 effectuating the legislative compensation increases and bonuses authorized by this Part.

39 **SECTION 36.17A.(c)** The OSBM shall have flexibility to manage and generate the  
40 funds required for this section through across-the-board reductions in State agency expenditures  
41 and by other appropriate means, as necessary.

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1           **SECTION 36.17A.(d)** The OSBM may adjust the contribution rates in Section 36.20  
2 of this act as necessary to effectuate the provisions of this Part and ensure the rates match the  
3 actuarially determined contribution.”;

4  
5 and further moves to amend the bill on page 157, line 34, to page 158, line 38, by rewriting the  
6 lines to read:

7 **PROVIDE COST-OF-LIVING INCREASES FOR RETIREES OF THE TEACHERS' AND**  
8 **STATE EMPLOYEES' RETIREMENT SYSTEM, THE JUDICIAL RETIREMENT**  
9 **SYSTEM, AND THE LEGISLATIVE RETIREMENT SYSTEM**

10           **SECTION 36.21.(a)** G.S. 135-5 is amended by adding a new subsection to read:

11           “(uuu) From and after July 1, 2016, the retirement allowance to or on account of beneficiaries  
12 whose retirement commenced on or before July 1, 2015, shall be increased by one and six-tenths  
13 percent (1.6%) of the allowance payable on June 1, 2016, in accordance with G.S. 135-5(o).  
14 Furthermore, from and after July 1, 2016, the retirement allowance to or on account of  
15 beneficiaries whose retirement commenced after July 1, 2015, but before June 30, 2016, shall be  
16 increased by a prorated amount of one and six-tenths percent (1.6%) of the allowance payable as  
17 determined by the Board of Trustees based upon the number of months that a retirement allowance  
18 was paid between July 1, 2015, and June 30, 2016.”

19           **SECTION 36.21.(b)** G.S. 135-65 is amended by adding a new subsection to read:

20           “(ff) From and after July 1, 2016, the retirement allowance to or on account of beneficiaries  
21 whose retirement commenced on or before July 1, 2015, shall be increased by one and six-tenths  
22 percent (1.6%) of the allowance payable on June 1, 2016. Furthermore, from and after July 1,  
23 2016, the retirement allowance to or on account of beneficiaries whose retirement commenced  
24 after July 1, 2015, but before June 30, 2016, shall be increased by a prorated amount of one and  
25 six-tenths percent (1.6%) of the allowance payable as determined by the Board of Trustees based  
26 upon the number of months that a retirement allowance was paid between July 1, 2015, and June  
27 30, 2016.”

28           **SECTION 36.21.(c)** G.S. 120-4.22A is amended by adding a new subsection to read:

29           “(z) In accordance with subsection (a) of this section, from and after July 1, 2016, the  
30 retirement allowance to or on account of beneficiaries whose retirement commenced on or before  
31 January 1, 2016, shall be increased by one and six-tenths percent (1.6%) of the allowance payable  
32 on June 1, 2016. Furthermore, from and after July 1, 2016, the retirement allowance to or on  
33 account of beneficiaries whose retirement commenced after January 1, 2016, but before June 30,  
34  
35  
36  
37  
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41

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- 1 2016, shall be increased by a prorated amount of one and six-tenths percent (1.6%) of the  
2 allowance payable as determined by the Board of Trustees based upon the number of months that  
3 a retirement allowance was paid between January 1, 2016, and June 30, 2016.";  
4  
5 and further move to amend the bill by adjusting the appropriate totals accordingly.

SIGNED \_\_\_\_\_  
Amendment Sponsor

SIGNED \_\_\_\_\_  
Committee Chair if Senate Committee Amendment

ADOPTED \_\_\_\_\_ FAILED \_\_\_\_\_ TABLED \_\_\_\_\_

**The official copy of this document, with signatures  
and vote information, is available in the  
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