

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

**H.B. 524**  
**Mar 29, 2023**  
**HOUSE PRINCIPAL CLERK**

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**HOUSE BILL DRH10262-LRa-122**

Short Title: WRC & Crime Lab/Increases/Positions/Study. (Public)

Sponsors: Representative Clampitt.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT ESTABLISHING NEW POSITIONS AND PAY SCHEDULES AT THE WILDLIFE  
3 RESOURCES COMMISSION, PROVIDING SALARY ADJUSTMENT FUNDING FOR  
4 EMPLOYEES AT THE STATE CRIME LABORATORY, AND APPROPRIATING  
5 FUNDS FOR THOSE PURPOSES.

6 The General Assembly of North Carolina enacts:

7 **SECTION 1.(a)** Effective July 1, 2023, there is appropriated from the General Fund  
8 to the Reserve for Compensation Increases to fund 30 new full-time positions and pay scales at  
9 the Wildlife Resources Commission the sum of sixteen million one hundred eighty-six thousand  
10 two hundred seventy-eight dollars (\$16,186,278) for the 2023-2024 fiscal year and the sum of  
11 sixteen million one hundred eighty-six thousand two hundred seventy-eight dollars  
12 (\$16,186,278) for the 2024-2025 fiscal year to establish the pay schedule set forth in subsections  
13 (b) and (c) of this section. These funds shall be used for one salary schedule based upon  
14 experience and one salary schedule based upon rank.

15 **SECTION 1.(b)** Effective July 1, 2023, eligible Wildlife Resources Commission  
16 employees shall be paid based upon the following experience-based annual salary schedule:

<b>Years of Experience</b>	<b>2023-2025</b>
0	\$49,516
1	\$52,735
2	\$56,163
3	\$59,814
4	\$63,702
5	\$67,843
6+	\$72,253

25 **SECTION 1.(c)** Effective July 1, 2023, eligible Wildlife Resources Commission  
26 employees shall be paid based upon the following rank-based annual salary schedule:

<b>Rank</b>	<b>Pay Scale</b>
Pilot 1, Sergeant	\$79,479
Pilot 2, Lieutenant	\$87,426
Captain	\$100,540
Major	\$120,648
Colonel	\$144,778

33 **SECTION 2.(a)** Effective July 1, 2023, there is appropriated from the General Fund  
34 to the Reserve for Compensation Increases to fund salary adjustments at the State Crime  
35 Laboratory in the Department of Justice the sum of two million five hundred thousand dollars  
36 (\$2,500,000) for the 2023-2024 fiscal year and the sum of two million five hundred thousand



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1 dollars (\$2,500,000) for the 2024-2025 fiscal year. These funds shall be used for employee  
2 recruitment and retention.

3 **SECTION 2.(b)** By January 15, 2024, the Department of Justice, in conjunction with  
4 the Office of State Human Resources, shall develop recommendations and a legislative proposal  
5 for an experience-based salary schedule for State Crime Laboratory employees and report to the  
6 Joint Legislative Oversight Committee for Justice and Public Safety. The report should include  
7 all of the following:

- 8 (1) A market analysis of forensic scientists' pay rates.
- 9 (2) A recommended pay schedule and associated costs.
- 10 (3) An analysis of workload and necessary full-time equivalent positions.
- 11 (4) An analysis of education and experience requirements related to each position  
12 classification.

13 **SECTION 3.** Effective July 1, 2023, with respect to positions affected by this act,  
14 positions which were previously receipt-supported shall be supported by the General Fund.

15 **SECTION 4.** Except as otherwise provided, this act is effective when it becomes  
16 law.