

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2023

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SENATE BILL DRS55052-MTfa-119A

Short Title: Investing in North Carolina Act. (Public)

Sponsors: Senators Applewhite, Garrett, and Salvador (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO APPROPRIATE FUNDS TO RAISE SALARIES FOR TEACHERS, STATE
3 EMPLOYEES, COMMUNITY COLLEGE EMPLOYEES, AND EMPLOYEES OF THE
4 UNIVERSITY OF NORTH CAROLINA; TO PROVIDE A COST-OF-LIVING INCREASE
5 FOR RETIREES; TO EXPAND THE WAGES PROGRAM STATEWIDE; AND TO
6 CREATE A TAX CREDIT FOR QUALIFYING EMPLOYERS EQUAL TO THE LESSER
7 OF FIVE PERCENT OF WAGES PAID TO EMPLOYEES DURING THE TAXABLE
8 YEAR OR TEN THOUSAND DOLLARS.

9 The General Assembly of North Carolina enacts:

10
11 **PART I. RAISE TEACHER SALARIES**

12 **SECTION 1.(a)** The following monthly teacher salary schedule shall apply for the
13 2023-2024 fiscal year to licensed personnel of the public schools who are classified as teachers.
14 The salary schedule is based on years of teaching experience.

15 **2023-24 Teacher Monthly Salary Schedule**

| 16 | Years of Experience | "A" Teachers |
|----|---------------------|--------------|
| 17 | 0 | 4,100 |
| 18 | 1 | 4,200 |
| 19 | 2 | 4,300 |
| 20 | 3 | 4,400 |
| 21 | 4 | 4,500 |
| 22 | 5 | 4,600 |
| 23 | 6 | 4,700 |
| 24 | 7 | 4,800 |
| 25 | 8 | 4,900 |
| 26 | 9 | 5,000 |
| 27 | 10 | 5,100 |
| 28 | 11 | 5,200 |
| 29 | 12 | 5,300 |
| 30 | 13 | 5,400 |
| 31 | 14 | 5,500 |
| 32 | 15 | 5,610 |
| 33 | 16-18 | 5,720 |
| 34 | 19-21 | 5,790 |
| 35 | 22-24 | 5,850 |
| 36 | 25-27 | 5,940 |



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28+ 6,000

SECTION 1.(b) Salary Supplements for Teachers Paid on This Salary Schedule. –

- (1) Licensed teachers who have NBPTS certification shall receive a salary supplement each month of twelve percent (12%) of their monthly salary on the "A" salary schedule.
- (2) Licensed teachers who are classified as "M" teachers shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (3) Licensed teachers with licensure based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the supplement provided to them as "M" teachers.
- (4) Licensed teachers with licensure based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the supplement provided to them as "M" teachers.
- (5) Certified school nurses shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (6) School counselors who are licensed as counselors at the master's degree level or higher shall receive a salary supplement of one hundred dollars (\$100.00) per month.

SECTION 1.(c) For school psychologists, school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and school audiologists who are licensed as audiologists at the master's degree level or higher, the following shall apply:

- (1) The first step of the salary schedule shall be equivalent to the sixth step of the "A" salary schedule.
- (2) These employees shall receive the following salary supplements each month:
 - a. Ten percent (10%) of their monthly salary, excluding the supplement provided pursuant to sub-subdivision b. of this subdivision.
 - b. Five hundred dollars (\$500.00).
- (3) These employees are eligible to receive salary supplements equivalent to those of teachers for academic preparation at the six-year degree level or the doctoral degree level.
- (4) The twenty-sixth step of the salary schedule shall be seven and one-half percent (7.5%) higher than the salary received by these same employees on the twenty-fifth step of the salary schedule.

SECTION 1.(d) Beginning with the 2014-2015 fiscal year, in lieu of providing annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those longevity payments are included in the monthly amounts under the teacher salary schedule.

SECTION 1.(e) A teacher compensated in accordance with this salary schedule for the 2023-2024 school year shall receive an amount equal to the greater of the following:

- (1) The applicable amount on the salary schedule for the applicable school year.
- (2) For teachers who were eligible for longevity for the 2013-2014 school year, the sum of the following:
 - a. The salary the teacher received in the 2013-2014 school year pursuant to Section 35.11 of S.L. 2013-360.
 - b. The longevity that the teacher would have received under the longevity system in effect for the 2013-2014 school year provided in Section 35.11 of S.L. 2013-360 based on the teacher's current years of service.
 - c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.

(3) For teachers who were not eligible for longevity for the 2013-2014 school year, the sum of the salary and annual bonus the teacher received in the 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

SECTION 1.(f) As used in this section, the term "teacher" shall also include instructional support personnel.

SECTION 1.(g) There is appropriated from the General Fund to the Department of Public Instruction for the 2023-2024 fiscal year the sum of six hundred seventy-three million six hundred twelve thousand eight hundred fifty-one dollars (\$673,612,851) in recurring funds to implement the teacher raises provided in this section.

PART II. PAY RAISES FOR STATE EMPLOYEES/COMMUNITY COLLEGES/UNIVERSITY OF NORTH CAROLINA AND COST-OF-LIVING INCREASES FOR RETIREES

ELIGIBLE STATE-FUNDED EMPLOYEES AWARDED COST-OF-LIVING ADJUSTMENT/LEGISLATIVE SALARY INCREASES

SECTION 2.1.(a) Effective July 1, 2023, except as provided by subsection (c) of this section, a person (i) whose salary is set by this Part, pursuant to the North Carolina Human Resources Act or as otherwise authorized in this act, and (ii) who is employed in a State-funded position on June 30, 2023, is awarded a compensation adjustment as follows:

- (1) Five percent (5%) effective July 1, 2023.
- (2) As otherwise allowed or provided by law.

SECTION 2.1.(a1) Except as provided by subsection (c) of this section, a person (i) whose salary is set by this Part, pursuant to the North Carolina Human Resources Act or as otherwise authorized in this act, and (ii) who is employed in a State-funded position on June 30, 2024, is awarded a cost-of-living adjustment as follows:

- (1) Three percent (3%) effective July 1, 2024.
- (2) As otherwise allowed or provided by law.

SECTION 2.1.(b) For the 2023-2025 fiscal biennium, the following persons are not eligible to receive the legislative salary increases provided by subsections (a) and (a1) of this section:

- (1) Employees of local boards of education.
- (2) Local community college employees.
- (3) Employees of The University of North Carolina.
- (4) Clerks of superior court compensated under G.S. 7A-101.
- (5) Correctional employees to which Section 2.7 of this Part applies.
- (6) Law enforcement officers to which Section 2.8(b) of this Part applies.
- (7) Probation and parole officers to which Section 2.9(b) of this Part applies.
- (8) Employees of schools operated by the Department of Health and Human Services, the Department of Public Safety, and the State Board of Education who are paid based on the Teacher Salary Schedule.

SECTION 2.1.(c) Permanent part-time employees shall receive the increase authorized by this section on a prorated and equitable basis.

SECTION 2.1.(d) No eligible State-funded employee shall be prohibited from receiving the full salary increase provided in this section solely because the employee's salary after applying the legislative increase is above the maximum of the salary range prescribed by the State Human Resources Commission.

RECEIPT-SUPPORTED COST-OF-LIVING ADJUSTMENT RESERVE

1 **SECTION 2.2.** State Agencies are authorized to use the funding allotted to them
 2 from the Receipt-Supported Cost-of-Living Adjustment Reserve to fundshift a limited number
 3 of receipt-supported positions in the General Fund to net appropriation funding.
 4

5 **RETENTION PAY FOR STATE EMPLOYEES**

6 **SECTION 2.3.(a)** All references to "longevity" pay in Chapter 126 of the General
 7 Statutes shall be replaced with "retention" pay.

8 **SECTION 2.3.(b)** The amount of retention pay provided to employees who are
 9 full-time or over half-time and have a permanent, time-limited or probationary appointment and
 10 who are in pay status for one-half of the regularly scheduled workdays and holidays in a pay
 11 period shall be increased to the following amounts:

| Years of Total Service | Retention Pay Percentage |
|---------------------------|--------------------------|
| 2 but less than 5 years | 1.0% |
| 5 but less than 10 years | 1.5% |
| 10 but less than 15 years | 2.0% |
| 15 but less than 20 years | 2.5% |
| 20 but less than 25 years | 3.5% |
| 25 or more years | 4.5% |

19
 20 **RETENTION BONUS AWARDED FOR FISCAL YEAR**

21 **SECTION 2.4.(a)** Any person (i) whose salary is set by Section 1 of this act or this
 22 Part, pursuant to the North Carolina Human Resources Act, or as otherwise authorized in this act
 23 and (ii) who is continuously employed by the State or a public school unit from July 1, 2023, to
 24 October 31, 2023, shall be awarded a retention bonus for the 2023-2024 fiscal year in the amount
 25 of five hundred dollars (\$500.00), payable during the month of November 2023. For otherwise
 26 eligible local education employees, eligibility for the bonus shall be measured beginning not on
 27 July 1, 2023, but on the first day when staff report for the 2023-2024 school year.

28 **SECTION 2.4.(b)** Any person (i) whose salary is set by Section 1 of this act or this
 29 Part, pursuant to the North Carolina Human Resources Act, or as otherwise authorized in this act
 30 and (ii) who is continuously employed by the State or a public school unit from November 1,
 31 2023, to March 31, 2024, shall be awarded an additional retention bonus for the 2023-2024 fiscal
 32 year in the amount of five hundred dollars (\$500.00), payable during the month of April 2024.

33 **SECTION 2.4.(c)** Employers of State employees and local education employees
 34 shall provide an additional retention bonus of two hundred fifty dollars (\$250.00), payable
 35 during the month of November 2023, to all permanent full-time State employees and local
 36 education employees who are continuously employed by the State or a public school unit from
 37 July 1, 2023, to October 31, 2023, and who earn an annual salary that does not exceed
 38 seventy-five thousand dollars (\$75,000).

39 **SECTION 2.4.(d)** Employers of State employees and local education employees
 40 shall provide an additional retention bonus of two hundred fifty dollars (\$250.00), payable
 41 during the month of April 2024, to all permanent full-time State employees and local education
 42 employees who are employed by the State or a public school unit from November 1, 2023, to
 43 March 31, 2024, and who earn an annual salary that does not exceed seventy-five thousand
 44 dollars (\$75,000).

45 **SECTION 2.4.(e)** The funds appropriated for retention bonuses in excess of the
 46 amounts required to implement these bonuses shall revert and not be credited to the Pay Plan
 47 Reserve.

48 **SECTION 2.4.(f)** Notwithstanding G.S. 135-1(7a), the compensation bonuses
 49 awarded by this section are not compensation under Article 1 of Chapter 135 of the General
 50 Statutes, the Teachers' and State Employees' Retirement System.

1 **SECTION 2.4.(g)** The compensation bonuses awarded by this section are not part
 2 of annual salary and shall be paid out separately. The compensation bonus shall be awarded to
 3 eligible permanent employees without regard to an employee's placement within the salary range,
 4 including employees at the top of the salary range. The compensation bonus shall be adjusted pro
 5 rata for permanent part-time employees.

6
 7 **COMMUNITY COLLEGES**

8 **SECTION 2.5.(a)** Community college personnel shall receive the following
 9 cost-of-living adjustments:

- 10 (1) Effective July 1, 2023, the State Board of Community Colleges shall provide
 11 community college faculty and non-faculty personnel with an
 12 across-the-board salary increase in the amount of five percent (5%).
 13 (2) Effective July 1, 2024, the State Board of Community Colleges shall provide
 14 community college faculty and non-faculty personnel with an
 15 across-the-board salary increase in the amount of three percent (3%).

16 **SECTION 2.5.(b)** The minimum salaries for nine-month, full-time curriculum
 17 community college faculty for the 2023-2025 fiscal biennium are as follows:

| <u>Education Level</u> | <u>FY 2023-24</u> | <u>FY 2024-25</u> |
|---|-------------------|-------------------|
| Vocational Diploma/Certificate or Less | \$42,267 | \$43,535 |
| Associate Degree or Equivalent | 42,855 | 44,141 |
| Bachelor's Degree | 45,404 | 46,766 |
| Master's Degree or Education Specialist | 47,667 | 49,097 |
| Doctoral Degree | 50,928 | 52,456 |

24 **SECTION 2.5.(c)** No full-time faculty member shall earn less than the minimum
 25 salary for his or her education level. The pro rata hourly rate of the minimum salary for each
 26 education level shall be used to determine the minimum salary for part-time faculty members.

27
 28 **UNIVERSITY OF NORTH CAROLINA SYSTEM**

29 **SECTION 2.6.(a)** Effective for the 2023-2025 fiscal biennium, the annual salaries
 30 of The University of North Carolina SHRA employees shall be increased as provided by Section
 31 2.1 of this act.

32 **SECTION 2.6.(b)** For the 2023-2025 fiscal biennium, the Board of Governors of
 33 The University of North Carolina may provide EHRA employees a salary increase pursuant to
 34 the policies adopted by the Board. Funds for EHRA compensation increases may be used for any
 35 one or more of the following purposes: (i) merit pay, (ii) across-the-board increases, (iii)
 36 recruitment bonuses, (iv) retention increases, and (v) any other compensation increase pursuant
 37 to those policies.

38 **SECTION 2.6.(c)** The Board of Governors of The University of North Carolina shall
 39 make a report on the use of compensation increase and bonus funds to the General Assembly by
 40 no later than March 1 of each year of the biennium.

41
 42 **CORRECTIONAL OFFICER SALARY SCHEDULE**

43 **SECTION 2.7.** The following annual salary schedule applies under this section for
 44 the 2023-2025 fiscal biennium, effective for each year on July 1, 2023, and July 1, 2024,
 45 respectively:

| Experience | FY 2023-24 | | | FY 2024-25 | | |
|------------|------------|----------|----------|------------|----------|----------|
| | COI | COII | COIII | COI | COII | COIII |
| 0 | \$36,871 | \$38,084 | \$40,731 | \$37,977 | \$39,227 | \$41,953 |
| 1 | \$39,452 | \$40,750 | \$43,582 | \$40,636 | \$41,973 | \$44,889 |
| 2 | \$41,819 | \$43,238 | \$46,198 | \$43,074 | \$44,535 | \$47,584 |

| | | | | | | | |
|---|----|----------|----------|----------|----------|----------|----------|
| 1 | 3 | \$43,910 | \$45,355 | \$48,508 | \$45,227 | \$46,716 | \$49,963 |
| 2 | 4 | \$45,666 | \$47,169 | \$50,448 | \$47,036 | \$48,584 | \$51,961 |
| 3 | 5 | \$47,037 | \$48,583 | \$51,961 | \$48,448 | \$50,040 | \$53,520 |
| 4 | 6+ | \$47,977 | \$49,556 | \$53,001 | \$49,416 | \$51,043 | \$54,591 |

STATE LAW ENFORCEMENT OFFICER SALARY SCHEDULE

SECTION 2.8.(a) Law enforcement officers of the State Highway Patrol, Alcohol Law Enforcement, and the State Bureau of Investigation compensated pursuant to an experience-based salary schedule shall be compensated based on the officer's respective work experience pursuant to the salary schedule in subsection (b) of this section.

SECTION 2.8.(b) The following annual salary schedule applies under subsection (a) of this section for the 2023-2025 fiscal biennium, effective July 1, 2023, and July 1, 2024, for each respective fiscal year:

| Years of Experience | FY 2023-24 | FY 2024-25 |
|---------------------|------------|------------|
| 0 | 52,735 | 54,317 |
| 1 | 56,163 | 57,848 |
| 2 | 59,814 | 61,608 |
| 3 | 63,702 | 65,613 |
| 4 | 67,843 | 69,878 |
| 5 | 72,253 | 74,421 |
| 6+ | 76,949 | 79,257 |

PROBATION AND PAROLE OFFICER SALARY SCHEDULE

SECTION 2.9.(a) Probation and parole officers shall be compensated pursuant to the experience-based salary schedule based on the officer's respective work experience, as established in subsection (b) of this section.

SECTION 2.9.(b) The following annual salary schedule applies under subsection (a) of this section for the 2023-2025 fiscal biennium, effective July 1, 2023, and July 1, 2024, for each respective fiscal year:

| Years of Experience | FY 2023-24 | FY 2024-25 |
|---------------------|------------|------------|
| 0 | 44,517 | 45,853 |
| 1 | 47,411 | 48,833 |
| 2 | 50,493 | 52,008 |
| 3 | 53,775 | 55,388 |
| 4 | 57,270 | 58,988 |
| 5 | 60,993 | 62,823 |
| 6+ | 64,958 | 66,907 |

STATE AGENCY TEACHERS

SECTION 2.10.(a) Employees of schools operated by the Department of Health and Human Services, the Department of Public Safety, and the State Board of Education who are paid on the Teacher Salary Schedule shall be paid as authorized in this act.

SECTION 2.10.(b) Employees of the School of Science and Mathematics of The University of North Carolina who are paid pursuant to a salary schedule adopted by the North Carolina School of Science and Mathematics Board of Trustees shall be paid in accordance with the schedule adopted by the Board.

ALL STATE-SUPPORTED PERSONNEL/FLEXIBLE ADMINISTRATION OF COST-OF-LIVING ADJUSTMENTS

1 **SECTION 2.11.(a)** The cost-of-living adjustments authorized by this act:

2 (1) For the 2023-2024 fiscal year, shall be paid effective on July 1, 2023, and do
3 not apply to persons separated from service due to resignation, dismissal,
4 reduction in force, death, or retirement or whose last workday is prior to June
5 30, 2023.

6 (2) For the 2024-2025 fiscal year, shall be paid effective on July 1, 2024, and do
7 not apply to persons separated from service due to resignation, dismissal,
8 reduction in force, death, or retirement or whose last workday is prior to June
9 30, 2024.

10 **SECTION 2.11.(b)** The Director of the Budget is granted flexibility to administer
11 the compensation increases enacted by this act.

12 **SECTION 2.11.(c)** The State employer contribution rates enacted by this act for
13 retirement and related benefits may be deemed by the Director of the Budget for administrative
14 purposes to become effective after July 1 of the applicable fiscal year to provide flexibility in the
15 collection and reconciliation of salary-related contributions as required by law, provided the
16 estimated amount contributed to any affected employee benefit trust equals the amount that
17 would have been contributed to the employee benefit trust if the enacted employer contribution
18 rates had been effective on July 1 of the applicable fiscal year.

19 **SECTION 2.11.(d)** This section applies to all employees paid from State funds,
20 whether or not subject to or exempt from the North Carolina Human Resources Act, including
21 employees of public schools, community colleges, and The University of North Carolina.
22

23 **MOST STATE EMPLOYEES**

24 **SECTION 2.12.** Unless otherwise expressly provided by this Part, the annual salaries
25 in effect for the following persons on June 30, 2023, and June 30, 2024, shall be legislatively
26 increased as provided by Section 2.1 of this act:

27 (1) Permanent, full-time State officials and persons whose salaries are set in
28 accordance with the State Human Resources Act.

29 (2) Permanent, full-time State officials and persons in positions exempt from the
30 State Human Resources Act.

31 (3) Permanent, part-time State employees.

32 (4) Temporary and permanent hourly State employees.
33

34 **USE OF FUNDS APPROPRIATED FOR COST-OF-LIVING ADJUSTMENT/BENEFIT** 35 **INCREASES**

36 **SECTION 2.13.(a)** The Office of State Budget and Management shall ensure that
37 the appropriations made in this act for cost-of-living adjustments and employee benefits are used
38 only for these purposes.

39 **SECTION 2.13.(b)** If the Director of the Budget determines that funds appropriated
40 to a State agency for mandated salary increases and employee benefits exceed the amount
41 required by that agency for those purposes, the Director may reallocate those funds to other State
42 agencies that received insufficient funds for required cost-of-living and benefit increases.

43 **SECTION 2.13.(c)** Funds appropriated for cost-of-living adjustments and employee
44 benefit increases may not be used to adjust the budgeted salaries of vacant positions or to provide
45 salary increases in excess of those required by the General Assembly except to increase the
46 budgeted salary of any position to the minimum of the position's salary range and to meet
47 retention pay needs.

48 **SECTION 2.13.(d)** Any funds appropriated for cost-of-living adjustment and
49 employee benefit increases in excess of the amounts required to implement the increases pursuant
50 to subsection (c) of this section shall be credited to the Pay Plan Reserve.

1 **SECTION 2.13.(e)** No later than March 1 of each year of the biennium, the Office
 2 of State Budget and Management shall report to the Joint Legislative Commission on
 3 Governmental Operations on the expenditure of funds for legislatively mandated salary increases
 4 and employee benefits. This report shall include at least the following information for each State
 5 agency:

- 6 (1) The total amount of funds that the agency received for legislatively mandated
 7 salary increases and employee benefits.
- 8 (2) The total amount of funds transferred from the agency to other State agencies
 9 pursuant to subsection (b) of this section. This section of the report shall
 10 identify the amounts transferred to each recipient State agency.
- 11 (3) The total amount of funds used by the agency for legislatively mandated salary
 12 increases and employee benefits.
- 13 (4) The amount of funds used pursuant to subsection (c) of this section.

14
 15 **MITIGATE BONUS LEAVE**

16 **SECTION 2.14.** During the 2023-2025 fiscal biennium, State agencies, departments,
 17 institutions, the North Carolina Community College System, and The University of North
 18 Carolina may offer State employees the opportunity to use or to cash in special bonus leave
 19 benefits that have accrued pursuant to Section 28.3A of S.L. 2002-126, Section 30.12B(a) of S.L.
 20 2003-284, Section 29.14A of S.L. 2005-276, and Section 35.10A of S.L. 2014-100, but only if
 21 all of the following requirements are met:

- 22 (1) Employee participation in the program must be voluntary.
- 23 (2) Special leave that is liquidated for cash payment to an employee must be
 24 valued at the amount based on the employee's current annual salary rate.
- 25 (3) By September 1, 2024, and September 1, 2025, a report on the demographic
 26 information shall be submitted to the respective agency head or employing
 27 agency and to the Fiscal Research Division.

28
 29 **SALARY-RELATED CONTRIBUTIONS**

30 **SECTION 2.15.(a)** Effective July 1, 2023, the State's employer contribution rates
 31 budgeted for retirement and related benefits as a percentage of covered salaries for the 2023-2024
 32 fiscal year for teachers and State employees, State law enforcement officers (LEOs), the
 33 University and Community Colleges Optional Retirement Programs (ORPs), the Consolidated
 34 Judicial Retirement System (CJRS), and the Legislative Retirement System (LRS) are as set forth
 35 below:

| | Teachers and State Employees | State LEOs | ORPs | CJRS | LRS |
|-------------------|---|-----------------------|-------------|-------------|------------|
| 39 Retirement | 17.26% | 17.26% | 6.84% | 37.26% | 22.05% |
| 40 Disability | 0.11% | 0.11% | 0.11% | 0.00% | 0.00% |
| 41 Death | 0.13% | 0.13% | 0.00% | 0.00% | 0.00% |
| 42 Retiree Health | 7.12% | 7.12% | 7.12% | 7.12% | 7.12% |
| 43 NC 401(k) | 0.00% | 5.00% | 0.00% | 0.00% | 0.00% |

44
 45 **Total Contribution**

| | | | | | |
|----------------|--------|--------|--------|--------|--------|
| 46 Rate | 24.62% | 29.62% | 14.07% | 44.38% | 29.17% |
|----------------|--------|--------|--------|--------|--------|

47 The rate for teachers and State employees and State law enforcement officers includes
 48 one one-hundredth percent (0.01%) for the Qualified Excess Benefit Arrangement.

49 **SECTION 2.15.(b)** Effective July 1, 2024, the State's employer contribution rates
 50 budgeted for retirement and related benefits as a percentage of covered salaries for the 2024-2025
 51 fiscal year for teachers and State employees, State law enforcement officers (LEOs), the

1 University and Community Colleges Optional Retirement Programs (ORPs), the Consolidated
 2 Judicial Retirement System (CJRS), and the Legislative Retirement System (LRS) are as set forth
 3 below:

| | Teachers and State Employees | State LEOs | ORPs | CJRS | LRS |
|-------------------|---|-----------------------|-------------|-------------|------------|
| 7 Retirement | 17.61% | 17.61% | 6.84% | 37.26% | 22.05% |
| 8 Disability | 0.11% | 0.11% | 0.11% | 0.00% | 0.00% |
| 9 Death | 0.13% | 0.13% | 0.00% | 0.00% | 0.00% |
| 10 Retiree Health | 7.30% | 7.30% | 7.30% | 7.30% | 7.30% |
| 11 NC 401(k) | 0.00% | 5.00% | 0.00% | 0.00% | 0.00% |

12
 13 **Total Contribution**

| Rate | 24.51% | 29.51% | 14.25% | 44.56% | 29.35% |
|-------------|---------------|---------------|---------------|---------------|---------------|
|-------------|---------------|---------------|---------------|---------------|---------------|

15 The rate for teachers and State employees and State law enforcement officers includes
 16 one one-hundredth percent (0.01%) for the Qualified Excess Benefit Arrangement.

17 **SECTION 2.15.(c)** Effective July 1, 2023, the maximum annual employer
 18 contributions, payable monthly, by the State to the North Carolina State Health Plan for Teachers
 19 and State Employees for each covered employee and the average covered retiree are as follows:

- 20 (1) For employees, seven thousand six hundred nineteen dollars (\$7,619).
- 21 (2) For retirees, five thousand four hundred ninety-eight dollars (\$5,498). In
 22 applying this subdivision, the annual employer contribution for the average
 23 retiree shall be calculated assuming the retiree enrollment counts remain at the
 24 April 2023 level throughout the 2023-2024 fiscal year.

25 **SECTION 2.15.(d)** Effective July 1, 2024, the maximum annual employer
 26 contributions, payable monthly, by the State to the North Carolina State Health Plan for Teachers
 27 and State Employees for each covered employee and the average covered retiree are as follows:

- 28 (1) For employees, eight thousand one hundred fifty-three dollars (\$8,153).
- 29 (2) For retirees, five thousand six hundred forty-one dollars (\$5,641). In applying
 30 this subdivision, the annual employer contribution for the average retiree shall
 31 be calculated assuming the retiree enrollment counts remain at the April 2024
 32 level throughout the 2024-2025 fiscal year.

33
 34 **PROVIDE COST-OF-LIVING ADJUSTMENT FOR RETIREES OF THE TEACHERS'
 35 AND STATE EMPLOYEES' RETIREMENT SYSTEM, THE CONSOLIDATED
 36 JUDICIAL RETIREMENT SYSTEM, AND THE LEGISLATIVE RETIREMENT
 37 SYSTEM**

38 **SECTION 2.16.(a)** G.S. 135-5 is amended by adding the following new subsections
 39 to read:

40 "(zzz) From and after July 1, 2023, the retirement allowance to or on account of beneficiaries
 41 whose retirement commenced on or before July 1, 2022, shall be increased by two percent (2%)
 42 of the allowance payable on June 1, 2023, in accordance with G.S. 135-5(o). Furthermore, from
 43 and after July 1, 2023, the retirement allowance to or on account of beneficiaries whose
 44 retirement commenced after July 1, 2022, but before June 30, 2023, shall be increased by a
 45 prorated amount of two percent (2%) of the allowance payable as determined by the Board of
 46 Trustees based upon the number of months that a retirement allowance was paid between July 1,
 47 2022, and June 30, 2023.

48 (aaaa) After September 1, 2023, but on or before October 31, 2023, a one-time cost-of-living
 49 supplement payment shall be made to or on account of beneficiaries who are living as of
 50 September 1, 2023, and whose retirement commenced on or before September 1, 2023. The
 51 payment shall be two percent (2%) of the beneficiary's annual retirement allowance payable as

1 of September 1, 2023, and shall not be prorated for date of retirement commencement. If the
2 beneficiary dies before the payment is made, then the payment shall be payable to the member's
3 legal representative. No beneficiary shall be deemed to have acquired a vested right to any future
4 supplemental payments.

5 (bbbb) After September 1, 2024, but on or before October 31, 2024, a one-time cost-of-living
6 supplement payment shall be made to or on account of beneficiaries who are living as of
7 September 1, 2024, and whose retirement commenced on or before September 1, 2024. The
8 payment shall be one percent (1%) of the beneficiary's annual retirement allowance payable as
9 of September 1, 2024, and shall not be prorated for date of retirement commencement. If the
10 beneficiary dies before the payment is made, then the payment shall be payable to the member's
11 legal representative. No beneficiary shall be deemed to have acquired a vested right to any future
12 supplemental payments."

13 **SECTION 2.16.(b)** G.S. 135-65 is amended by adding the following new
14 subsections to read:

15 "(kk) From and after July 1, 2023, the retirement allowance to or on account of beneficiaries
16 whose retirement commenced on or before July 1, 2022, shall be increased by two percent (2%)
17 of the allowance payable on June 1, 2023, in accordance with G.S. 135-5(o). Furthermore, from
18 and after July 1, 2023, the retirement allowance to or on account of beneficiaries whose
19 retirement commenced after July 1, 2022, but before June 30, 2023, shall be increased by a
20 prorated amount of two percent (2%) of the allowance payable as determined by the Board of
21 Trustees based upon the number of months that a retirement allowance was paid between July 1,
22 2022, and June 30, 2023.

23 (ll) After September 1, 2023, but on or before October 31, 2023, a one-time cost-of-living
24 supplement payment shall be made to or on account of beneficiaries who are living as of
25 September 1, 2023, and whose retirement commenced on or before September 1, 2023. The
26 payment shall be two percent (2%) of the beneficiary's annual retirement allowance payable as
27 of September 1, 2023, and shall not be prorated for date of retirement commencement. If the
28 beneficiary dies before the payment is made, then the payment shall be payable to the member's
29 legal representative. No beneficiary shall be deemed to have acquired a vested right to any future
30 supplemental payments.

31 (mm) After September 1, 2024, but on or before October 31, 2024, a one-time cost-of-living
32 supplement payment shall be made to or on account of beneficiaries who are living as of
33 September 1, 2024, and whose retirement commenced on or before September 1, 2024. The
34 payment shall be one percent (1%) of the beneficiary's annual retirement allowance payable as
35 of September 1, 2024, and shall not be prorated for date of retirement commencement. If the
36 beneficiary dies before the payment is made, then the payment shall be payable to the member's
37 legal representative. No beneficiary shall be deemed to have acquired a vested right to any future
38 supplemental payments."

39 **SECTION 2.16.(c)** G.S. 120-4.22A is amended by adding the following new
40 subsections to read:

41 "(ee) In accordance with subsection (a) of this section, from and after July 1, 2023, the
42 retirement allowance to or on account of beneficiaries whose retirement commenced on or before
43 January 1, 2023, shall be increased by two percent (2%) of the allowance payable on June 1,
44 2023. Furthermore, from and after July 1, 2023, the retirement allowance to or on account of
45 beneficiaries whose retirement commenced after January 1, 2023, but before June 30, 2023, shall
46 be increased by a prorated amount of two percent (2%) of the allowance payable as determined
47 by the Board of Trustees based upon the number of months that a retirement allowance was paid
48 between January 1, 2023, and June 30, 2023.

49 (ff) In accordance with subsection (a) of this section, after September 1, 2023, but on or
50 before October 31, 2023, a one-time cost-of-living supplement payment shall be made to or on
51 account of beneficiaries who are living as of September 1, 2023, and whose retirement

1 commenced on or before September 1, 2023. The payment shall be two percent (2%) of the
2 beneficiary's annual retirement allowance payable as of September 1, 2023, and shall not be
3 prorated for date of retirement commencement. If the beneficiary dies before the payment is
4 made, then the payment shall be payable to the member's legal representative. No beneficiary
5 shall be deemed to have acquired a vested right to any future supplemental payments.

6 (gg) In accordance with subsection (a) of this section, after September 1, 2024, but on or
7 before October 31, 2024, a one-time cost-of-living supplement payment shall be made to or on
8 account of beneficiaries who are living as of September 1, 2024, and whose retirement
9 commenced on or before September 1, 2024. The payment shall be one percent (1%) of the
10 beneficiary's annual retirement allowance payable as of September 1, 2024, and shall not be
11 prorated for date of retirement commencement. If the beneficiary dies before the payment is
12 made, then the payment shall be payable to the member's legal representative. No beneficiary
13 shall be deemed to have acquired a vested right to any future supplemental payments."

14 15 **APPROPRIATION FOR PAY RAISES FOR STATE EMPLOYEES/COMMUNITY** 16 **COLLEGES/UNIVERSITY OF NORTH CAROLINA AND COST-OF-LIVING** 17 **INCREASES FOR RETIREES**

18 **SECTION 2.17.** Effective July 1, 2023, to fund the pay increases and cost-of-living
19 adjustments awarded in this Part:

- 20 (1) There is appropriated from the General Fund to the Reserve for Compensation
21 Increases the sum of six hundred sixty-six million eight hundred forty-two
22 thousand dollars (\$666,842,000) in recurring funds for the 2023-2024 fiscal
23 year and the sum of five hundred sixty-eight million four hundred forty-three
24 thousand dollars (\$568,443,000) in nonrecurring funds for the 2023-2024
25 fiscal year.
- 26 (2) There is appropriated from the General Fund to the Reserve for Compensation
27 Increases the sum of one billion three million seventy-four thousand dollars
28 (\$1,003,074,000) in recurring funds for the 2024-2025 fiscal year and the sum
29 of forty-three million four hundred sixty-six thousand dollars (\$43,466,000)
30 in nonrecurring funds for the 2024-2025 fiscal year.

31 32 **PART III. EXPAND THE WAGE\$ PROGRAM STATEWIDE**

33 **SECTION 3.** There is appropriated from the General Fund to the Department of
34 Health and Human Services, Division of Child Development and Early Education (Division), the
35 sum of twenty-two million seven hundred thousand dollars (\$22,700,000) in recurring funds for
36 the 2023-2024 fiscal year and the sum of thirty-six million three hundred thousand dollars
37 (\$36,300,000) in recurring funds for the 2024-2025 fiscal year to expand the Child Care WAGE\$
38 program, which provides salary supplements for early childhood educators. The funds shall be
39 used to provide education-based supplements to low-wage educators and expand the program to
40 all 100 counties in this State. The Division shall administer the WAGE\$ program in the same
41 manner as the Infant-Toddler Educator AWARDS\$ program.

42 43 **PART IV. SMALL BUSINESS TAX CREDIT**

44 **SECTION 4.(a)** Article 4A of Subchapter I of Chapter 105 of the General Statutes
45 is amended by adding a new section to read:

46 **"§ 105-163.6B. Credit to employers for wages paid.**

47 (a) Credit. – A qualifying taxpayer is allowed a credit against the tax imposed by Part 1
48 or Part 1A of Article 4 of this Chapter, as appropriate, equal to the lesser of (i) ten thousand
49 dollars (\$10,000) or (ii) five percent (5%) of the wages paid by the qualifying taxpayer during
50 the taxable year.

1 **(b) Credit Refundable.** – If the credit allowed by this section exceeds the tax imposed on
2 the qualifying taxpayer for the taxable year reduced by the sum of all credits allowable, the
3 Secretary must refund the excess to the qualifying taxpayer. The refundable excess is governed
4 by the provisions governing a refund of an overpayment by the taxpayer of the tax imposed by
5 Article 4 of this Chapter. In computing the amount of tax against which multiple credits are
6 allowed, nonrefundable credits are subtracted before refundable credits.

7 **(c) Substantiation.** – To claim a credit allowed by this section, the qualifying taxpayer
8 must provide any information required by the Secretary. Each qualifying taxpayer claiming a
9 credit under this section must maintain and make available for inspection by the Secretary any
10 records the Secretary considers necessary to determine and verify the amount of the credit to
11 which the qualifying taxpayer is entitled. The burden of proving eligibility for a credit and the
12 amount of the credit rests upon the qualifying taxpayer, and no credit may be allowed to a
13 qualifying taxpayer that fails to maintain adequate records or to make them available for
14 inspection.

15 **(d) Sunset.** – This section is repealed effective for taxable years beginning on or after
16 January 1, 2027."

17 **SECTION 4.(b)** G.S. 105-163.1 is amended by adding a new subdivision to read:

18 "**(11c) Qualifying taxpayer.** – An employer or payer subject to income tax under
19 Article 4 of Chapter 105 of the General Statutes that has annual receipts for
20 the most recent previous tax year of eight million dollars (\$8,000,000) or less."

21 **SECTION 4.(c)** This section is effective for taxable years beginning on or after
22 January 1, 2024.

23 **PART V. EFFECTIVE DATE**

24 **SECTION 5.** Except as otherwise provided, this act becomes effective July 1, 2023.
25