

# TABLED



NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
House Bill 223

AMENDMENT NO. A2  
(to be filled in by  
Principal Clerk)

H223-ALRa-21 [v.5]

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Amends Title [YES]  
Fourth Edition

Date \_\_\_\_\_, 2024

Senator Marcus

1 moves to amend the bill on page 1, line 3, by deleting "LAW." and substituting the following:

2  
3 "LAW; PROVIDING SALARY INCREASES FOR PUBLIC SCHOOL EMPLOYEES AND  
4 STATE EMPLOYEES, AS RECOMMENDED BY THE GOVERNOR; GRANTING STATE  
5 EMPLOYEE RETENTION BONUSES IN THE 2024-2025 FISCAL YEAR; AWARDING A  
6 FIVE PERCENT APPRECIATION PAY INCREASE IN THE 2024-2025 AND 2025-2026  
7 FISCAL YEARS AND A ONE-TIME FIVE THOUSAND DOLLAR BONUS IN THE 2024-  
8 2025 FISCAL YEAR; PROVIDING ADDITIONAL PAID VACATION DAYS TO STATE  
9 EMPLOYEES; ENHANCING THE LABOR MARKET RESERVE; AND, PROVIDING A  
10 TWO PERCENT COST OF LIVING ADJUSTMENT FOR RETIREES OF THE TEACHERS'  
11 AND STATE EMPLOYEES' RETIREMENT SYSTEM, THE CONSOLIDATED JUDICIAL  
12 RETIREMENT SYSTEM, AND THE LEGISLATIVE RETIREMENT SYSTEM.";

13  
14 and on page 6, lines 4-5, by inserting the following between the lines:

15  
16 **"TEACHER SALARY SCHEDULE**

17 **SECTION 12.1.(a)** The following monthly teacher salary schedule shall apply for  
18 the 2024-2025 fiscal year to licensed personnel of the public schools who are classified as  
19 teachers. The salary schedule is based on years of teaching experience.

20 **2024-2025 Teacher Monthly Salary Schedule**

21	Years of Experience	"A" Teachers
22	0	4,600
23	1	4,660
24	2	4,720
25	3	4,780
26	4	4,840
27	5	4,900
28	6	4,960
29	7	5,020
30	8	5,080
31	9	5,140
32	10	5,200



\* H 2 2 3 - A L R A - 2 1 - V - 5 \*

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1	11	5,260
2	12	5,320
3	13	5,380
4	14	5,440
5	15-17	5,500
6	18-20	5,575
7	21-23	5,650
8	24-26	5,725
9	27-29	5,800
10	30+	5,875

**SECTION 12.1.(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 each month of one hundred dollars (\$100.00).

**SECTION 12.1.(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. Three hundred fifty dollars (\$350.00).
- (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.

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- 1 (4) The twenty-sixth step of the salary schedule shall be seven and one-half  
2 percent (7.5%) higher than the salary received by these same employees on  
3 the twenty-fifth step of the salary schedule.

4 **SECTION 12.1.(d)** Beginning with the 2014-2015 fiscal year, in lieu of providing  
5 annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those  
6 longevity payments are included in the monthly amounts under the teacher salary schedule.

7 **SECTION 12.1.(e)** A teacher compensated in accordance with this salary schedule  
8 for the 2024-2025 school year shall receive an amount equal to the greater of the following:

- 9 (1) The applicable amount on the salary schedule for the applicable school year.  
10 (2) For teachers who were eligible for longevity for the 2013-2014 school year,  
11 the sum of the following:  
12 a. The salary the teacher received in the 2013-2014 school year pursuant  
13 to Section 35.11 of S.L. 2013-360.  
14 b. The longevity that the teacher would have received under the longevity  
15 system in effect for the 2013-2014 school year provided in Section  
16 35.11 of S.L. 2013-360 based on the teacher's current years of service.  
17 c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.  
18 (3) For teachers who were not eligible for longevity for the 2013-2014 school  
19 year, the sum of the salary and annual bonus the teacher received in the  
20 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

21 **SECTION 12.1.(f)** As used in this section, the term "teacher" shall also include  
22 instructional support personnel.

23  
24 **RESTORE MASTER'S PAY**

25 **SECTION 12.2.** G.S. 115C-302.10 reads as rewritten:

26 **"§ 115C-302.10. Qualifications for certain education-based salary supplements.**

27 (a) Notwithstanding any other provision of law, only the following teachers and  
28 instructional support personnel shall be paid on the "M" salary schedule or receive a salary  
29 supplement for academic preparation at the six-year degree level or at the doctoral degree level:

- 30 (1) Certified school nurses and instructional support personnel in positions for  
31 which a master's degree is required for licensure.  
32 (2) Teachers and instructional support personnel who were paid on the "M" salary  
33 schedule or received that salary supplement prior to the 2014-15 school year.  
34 (3) Teachers and instructional support personnel who (i) complete a degree at the  
35 master's, six-year, or doctoral degree level for which they completed at least  
36 one course prior to August 1, 2013, and (ii) would have qualified for the salary  
37 supplement pursuant to State Board of Education policy, TCPA006, as it was  
38 in effect on June 30, 2013.

39 (4) Teachers who do not qualify under subdivisions (1), (2), and (3) of this section  
40 but who spend at least seventy percent (70%) of their time as follows:

- 41 a. For teachers, in classroom instruction related to their graduate  
42 academic preparation in their field or subject area within their area of

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1 licensure. Most of the teachers' remaining time shall be spent in one or  
2 more of the following:

3 1. Mentoring teachers.

4 2. Performing demonstration lessons for teachers.

5 3. Writing curricula.

6 4. Developing and leading staff development programs for  
7 teachers

8 b. For instructional support personnel, performing work within the  
9 employee's area of graduate academic preparation.

10 (b) Beginning with the 2024-2025 fiscal year and in subsequent fiscal years, for teachers  
11 who are paid on the "M" salary schedule under subdivision (4) of subsection (a) of this section,  
12 determination of whether teachers shall be paid on the "M" salary schedule or receive a salary  
13 supplement for academic preparation shall take place on an annual basis. Teachers may be moved  
14 off the "M" salary schedule or discontinue receiving salary supplements if they are not meeting  
15 the requirements of subdivision (4) of subsection (a) of this section in that year.

16 (c) Unless an individual otherwise qualifies under subdivision (2) or (3) of subsection (a)  
17 of this section, teachers and instructional support personnel who earn an advanced degree in  
18 school administration shall not be paid on the "M" salary schedule or receive a salary supplement  
19 for academic preparation."

20  
21 **PRINCIPAL SALARY SCHEDULE**

22 **SECTION 12.3.(a)** The following annual salary schedule for principals shall apply  
23 for the 2024-2025 fiscal year, beginning July 1, 2024.

24 **2024-2025 Principal Annual Salary Schedule**

<b>Avg. Daily Membership</b>	<b>Base</b>	<b>Met Growth</b>	<b>Exceeded Growth</b>
0-200	\$82,460	\$90,704	\$98,951
201-400	\$86,582	\$95,240	\$103,898
401-700	\$90,704	\$99,776	\$108,846
701-1,000	\$94,829	\$104,310	\$113,794
1,001-1,600	\$98,951	\$108,846	\$118,741
1,601+	\$103,073	\$113,381	\$123,688

32 **SECTION 12.3.(b)** A principal's placement on the salary schedule shall be  
33 determined according to the average daily membership of the school supervised by the principal,  
34 as described in subsection (b) of this section, and the school growth scores, calculated pursuant  
35 to G.S. 115C-83.15(c), for each school the principal supervised in at least two of the prior three  
36 school years, as described in subsection (c) of this section, regardless of a break in service, and  
37 provided the principal supervised each school as a principal for at least a majority of the school  
38 year, as follows:

39 (1) A principal shall be paid according to the Exceeded Growth column of the  
40 schedule if the school growth scores show the school or schools exceeded  
41 expected growth in at least one of the prior two school years.

42 (2) A principal shall be paid according to the Met Growth column of the schedule  
43 if any of the following apply:

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- 1 a. The higher school growth score in one of the two prior school years  
2 shows that the school met expected growth.  
3 b. The principal supervised a school in the two prior school years that  
4 was not eligible to receive a school growth score.  
5 (3) A principal shall be paid according to the Base column if either of the  
6 following apply:  
7 a. The school growth scores show the school or schools did not meet  
8 expected growth in either of the two prior years.  
9 b. The principal has not supervised any school as a principal for a  
10 majority of the school year in at least the two prior school years.

11 **SECTION 12.3.(c)** For purposes of determining the average daily membership of a  
12 principal's school in the 2024-2025 school year, placement on the schedule related to average  
13 daily membership shall be based on the average daily membership for the school from the  
14 2023-2024 school year. If the school did not have an average daily membership in the 2023-2024  
15 school year, the projected average daily membership for the school for the 2024-2025 school  
16 year shall be used between July 1, 2024 and December 31, 2024, and the average daily  
17 membership for the school shall be used between January 1, 2025 and June 30, 2025.

18 **SECTION 12.3.(d)** For purposes of determining the school growth scores for each  
19 principal in the 2024-2025 school year, placement on the schedule related to school growth scores  
20 shall be based on the placement of the principal in the 2023-2024 school year.

21 **SECTION 12.3.(e)** Beginning with the 2017-2018 fiscal year, in lieu of providing  
22 annual longevity payments to principals paid on the principal salary schedule, the amounts of  
23 those longevity payments are included in the annual amounts under the principal salary schedule.

24 **SECTION 12.3.(f)** A principal compensated in accordance with this section for the  
25 2023-2024 fiscal year shall receive an amount equal to the greater of the following:

- 26 (1) The applicable amount determined pursuant to subsections (a) through (d) of  
27 this section.  
28 (2) For principals who were eligible for longevity in the 2016-2017 fiscal year,  
29 the sum of the following:  
30 a. The salary the principal received in the 2016-2017 fiscal year pursuant  
31 to Section 9.1 or Section 9.2 of S.L. 2016-94.  
32 b. The longevity that the principal would have received as provided for  
33 State employees under the North Carolina Human Resources Act for  
34 the 2016-2017 fiscal year based on the principal's current years of  
35 service.  
36 (3) For principals who were not eligible for longevity in the 2016-2017 fiscal  
37 year, the salary the principal received in the 2016-2017 fiscal year pursuant to  
38 Section 9.1 or Section 9.2 of S.L. 2016-94.  
39

40 **ASSISTANT PRINCIPAL SALARIES**

41 **SECTION 12.4.(a)** For the 2024-2025 fiscal year, beginning July 1, 2024, assistant  
42 principals shall receive a monthly salary based on the salary schedule for teachers who are  
43 classified as "A" teachers plus nineteen percent (19%). An assistant principal shall be placed on

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1 the step on the salary schedule that reflects the total number of years of experience as a certified  
2 employee of the public schools. For purposes of this section, an administrator with a one-year  
3 provisional assistant principal's certificate shall be considered equivalent to an assistant principal.

4 **SECTION 12.4.(b)** Assistant principals with certification based on academic  
5 preparation at the six-year degree level shall be paid a salary supplement of one hundred  
6 twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a salary  
7 supplement of two hundred fifty-three dollars (\$253.00) per month.

8 **SECTION 12.4.(c)** Participants in an approved full-time master's in-school  
9 administration program shall receive up to a 10-month stipend at the beginning salary of an  
10 assistant principal during the internship period of the master's program. The stipend shall not  
11 exceed the difference between the beginning salary of an assistant principal plus the cost of  
12 tuition, fees, and books and any fellowship funds received by the intern as a fulltime student,  
13 including awards of the Principal Fellows Program. The Principal Fellows Program or the school  
14 of education where the intern participates in a fulltime master's in-school administration program  
15 shall supply the Department of Public Instruction with certification of eligible fulltime interns.

16 **SECTION 12.4.(d)** Beginning with the 2017-2018 fiscal year, in lieu of providing  
17 annual longevity payments to assistant principals on the assistant principal salary schedule, the  
18 amounts of those longevity payments are included in the monthly amounts provided to assistant  
19 principals pursuant to subsection (a) of this section.

20 **SECTION 12.4.(e)** An assistant principal compensated in accordance with this  
21 section for the 2024-2025 fiscal year shall receive an amount equal to the greater of the following:

- 22 (1) The applicable amount determined pursuant to subsections (a) through (d) of  
23 this section.
- 24 (2) For assistant principals who were eligible for longevity in the 2016-2017 fiscal  
25 year, the sum of the following:
- 26 a. The salary the assistant principal received in the 2016-2017 fiscal year  
27 pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.
- 28 b. The longevity that the assistant principal would have received as  
29 provided for State employees under the North Carolina Human  
30 Resources Act for the 2016-2017 fiscal year based on the assistant  
31 principal's current years of service.
- 32 (3) For assistant principals who were not eligible for longevity in the 2016-2017  
33 fiscal year, the salary the assistant principal received in the 2016-2017 fiscal  
34 year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.

35  
36 **NONCERTIFIED PERSONNEL SALARIES**

37 **SECTION 12.5.** For the 2024-2025 fiscal year, beginning July 1, 2024, the annual  
38 salary for noncertified public school employees whose salaries are supported from State funds  
39 shall be increased as follows:

- 40 (1) For permanent, full-time employees on a 12-month contract, by five percent  
41 (5%).
- 42 (2) For the following employees, by a prorated and equitable amount based on the  
43 amount specified in subdivision (1) of this section:

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- 1 a. Permanent, full-time employees on a contract for fewer than 12
- 2 months.
- 3 b. Permanent, part-time employees.
- 4 c. Temporary and permanent hourly employees.
- 5

6 **CENTRAL OFFICE SALARIES**

7 **SECTION 12.6.(a)** For the 2024-2025 fiscal year, beginning July 1, 2024, the annual  
8 salary for superintendents, assistant superintendents, associate superintendents,  
9 directors/coordinators, supervisors, and finance officers, whose salaries are supported from State  
10 funds, shall be increased by six percent (6%).

11 **SECTION 12.6.(b)** The monthly salary maximums that follow apply to assistant  
12 superintendents, associate superintendents, directors/coordinators, supervisors, and finance  
13 officers for the 2024-2025 fiscal year, beginning July 1, 2024:

	<b>2024-2025 Fiscal Year</b>
	Maximum
14	
15	
16 School Administrator I	\$7,800
17 School Administrator II	\$8,265
18 School Administrator III	\$8,757
19 School Administrator IV	\$9,099
20 School Administrator V	\$9,463
21 School Administrator VI	\$10,023
22 School Administrator VII	\$10,424

23 The local board of education shall determine the appropriate category and placement  
24 for each assistant superintendent, associate superintendent, director/coordinator, supervisor, or  
25 finance officer within the maximums and within funds appropriated by the General Assembly  
26 for central office administrators and superintendents. The category in which an employee is  
27 placed shall be included in the contract of any employee.

28 **SECTION 12.6.(c)** The monthly salary maximums that follow apply to public school  
29 superintendents for the 2024-2025 fiscal year, beginning July 1, 2024:

	<b>2024-2025 Fiscal Year</b>
	Maximum
30	
31	
32 Superintendent I	\$11,049
33 Superintendent II	\$11,707
34 Superintendent III	\$12,410
35 Superintendent IV	\$13,156
36 Superintendent V	\$13,947

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

41 **SECTION 12.6.(d)** Longevity pay for superintendents, assistant superintendents,  
42 associate superintendents, directors/coordinators, supervisors, and finance officers shall be as  
43 provided for State employees under the North Carolina Human Resources Act.

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1           **SECTION 12.6.(e)** Superintendents, assistant superintendents, associate  
2 superintendents, directors/coordinators, supervisors, and finance officers with certification based  
3 on academic preparation at the six-year degree level shall receive a salary supplement of one  
4 hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided  
5 pursuant to this section. Superintendents, assistant superintendents, associate superintendents,  
6 directors/coordinators, supervisors, and finance officers with certification based on academic  
7 preparation at the doctoral degree level shall receive a salary supplement of two hundred  
8 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this  
9 section.

10           **SECTION 12.6.(f)** The State Board of Education shall not permit local school  
11 administrative units to transfer State funds from other funding categories for salaries for public  
12 school central office administrators.

13  
14 **FUNDING FOR SALARY INCREASES FOR PUBLIC SCHOOL EMPLOYEES IN THIS**  
15 **SECTION, AS RECOMMENDED BY THE GOVERNOR, AND EFFECTIVE DATE**

16           **SECTION 12.7.** Effective July 1, 2024, there is appropriated from the General Fund  
17 to the Department of Public Instruction the sum of four hundred fourteen million one hundred  
18 seventy thousand dollars (\$414,170,000) in recurring funds for the 2024-2025 fiscal year to  
19 provide raises for public school employees in accordance with this act.

20  
21 **GOVERNOR AND COUNCIL OF STATE**

22           **SECTION 13.1.(a)** Section 39.4(b1) of S.L. 2023-134 reads as rewritten:

23           **"SECTION 39.4.(b1)** Effective July 1, 2024, the annual salaries for members of the Council  
24 of State, payable monthly, are set as follows:

<u>Council of State</u>	<u>Annual Salary</u>
Lieutenant Governor	<del>\$168,384</del> <u>\$173,436</u>
Attorney General	<del>168,384</del> <u>173,436</u>
Secretary of State	<del>168,384</del> <u>173,436</u>
State Treasurer	<del>168,384</del> <u>173,436</u>
State Auditor	<del>168,384</del> <u>173,436</u>
Superintendent of Public Instruction	<del>168,384</del> <u>173,436</u>
Agriculture Commissioner	<del>168,384</del> <u>173,436</u>
Insurance Commissioner	<del>168,384</del> <u>173,436</u>
Labor Commissioner	<del>168,384</del> <u>173,436</u>

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37 **CERTAIN EXECUTIVE BRANCH OFFICIALS**

38           **SECTION 13.1.(b)** Section 39.5.(b) of S.L. 2023-134 reads as rewritten:

39           **"SECTION 39.5.(b)** Effective July 1, 2024, the annual salaries, payable monthly, for the  
40 following executive branch officials for the 2024-2025 fiscal year are as follows:

<u>Executive Branch Officials</u>	<u>Annual Salary</u>
Chairman, Alcoholic Beverage	



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1	Control Commission	\$140,844	\$145,069
2	State Controller	<del>196,119</del>	<u>202,003</u>
3	Commissioner of Banks	<del>158,076</del>	<u>162,818</u>
4	Chair, Board of Review, Division		
5	of Employment Security	<del>155,055</del>	<u>159,707</u>
6	Members, Board of Review,		
7	Division of Employment Security	<del>153,160</del>	<u>157,755</u>
8	Chairman, Parole Commission	<del>155,055</del>	<u>159,707</u>
9	Full-Time Members of the Parole Commission	<del>143,364</del>	<u>147,665</u>
10	Chairman, Utilities Commission	<del>175,765</del>	<u>181,038</u>
11	Members of the Utilities Commission	<del>158,076</del>	<u>162,818</u>
12	Executive Director, North Carolina		
13	Agricultural Finance Authority	<del>137,161</del>	<u>141,276</u>
14	State Fire Marshall	<del>139,050</del>	<u>143,222</u>

**JUDICIAL BRANCH**

**SECTION 13.1.(c)** Section 39.6.(a1) of S.L. 2023-134 reads as rewritten:  
"SECTION 39.6.(a1) Effective July 1, 2024, the annual salaries, payable monthly, for the following judicial branch officials for the 2024-2025 fiscal year are as follows:

	<u>Judicial Branch Officials</u>	<u>Annual Salary</u>	
21	Chief Justice, Supreme Court	\$203,073	\$209,165
22	Associate Justice, Supreme Court	<del>197,802</del>	<u>203,736</u>
23	Chief Judge, Court of Appeals	<del>194,674</del>	<u>200,514</u>
24	Judge, Court of Appeals	<del>189,621</del>	<u>195,310</u>
25	Judge, Senior Regular Resident Superior Court	<del>174,250</del>	<u>179,478</u>
26	Judge, Superior Court	<del>169,125</del>	<u>174,199</u>
27	Chief Judge, District Court	<del>167,548</del>	<u>172,574</u>
28	Judge, District Court	<del>162,620</del>	<u>167,499</u>
29	Chief Administrative Law Judge	<del>144,736</del>	<u>149,078</u>
30	District Attorney	<del>167,337</del>	<u>172,357</u>
31	Assistant Administrative Officer of the Courts	<del>151,815</del>	<u>156,369</u>
32	Public Defender	<del>167,337</del>	<u>172,357</u>
33	Director of Indigent Defense Services	<del>162,484</del>	<u>167,359</u>

**SECTION 13.1.(d)** Section 39.6.(b1) of S.L. 2023-134 reads as rewritten:  
"SECTION 39.6.(b1) The district attorney of a judicial district, with the approval of the Administrative Officer of the Courts, and the public defender of a judicial district, with approval of the Commission on Indigent Defense Services, shall set the salaries of assistant district attorneys and assistant public defenders in that district such that the average salaries of those assistants in that district, for the 2024-25 fiscal year, do not exceed ~~one hundred one thousand two hundred ninety-nine dollars (\$101,299)~~ one hundred four thousand three hundred thirty eight dollars (\$104,338) and the minimum salary of any assistant is at least ~~fifty four thousand three~~

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1 ~~hundred sixty nine dollars (\$54,369)~~ fifty six thousand twenty one dollars (\$56,021), effective  
2 July 1, 2024."  
3

4 **CLERKS OF SUPERIOR COURT**

5 **SECTION 13.1.(e)** Effective July 1, 2024, G.S. 7A-101(a) reads as rewritten:

6 "(a) The clerk of superior court is a full-time employee of the State and shall receive an  
7 annual salary, payable in equal monthly installments, based on the number of State-funded  
8 assistant and deputy clerks of court as determined by the Administrative Office of Court's  
9 workload formula, according to the following schedule:

<u>Assistants and Deputies</u>	<u>Annual Salary</u>
0-19	<del>\$108,472</del> <u>\$111,726</u> <del>\$115,078</del>
20-29	<del>\$119,891</del> <u>\$123,488</u> <del>\$127,193</del>
30-49	<del>\$131,309</del> <u>\$135,248</u> <del>\$139,305</del>
50-99	<del>\$142,728</del> <u>\$147,010</u> <del>\$151,420</del>
100+	<del>\$145,582</del> <u>\$149,949</u> <del>\$154,447</del>

16 If the number of State-funded assistant and deputy clerks of court as determined by the  
17 Administrative Office of the Court's workload formula changes, 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  
19 for that new number, except that the salary of an incumbent clerk shall not be decreased by any  
20 change in that number during the clerk's continuation in office."  
21

22 **ASSISTANT AND DEPUTY CLERKS OF SUPERIOR COURT**

23 **SECTION 13.1.(f)** Effective July 1, 2024, 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>\$40,482</del> <u>\$41,696</u>
Maximum	<del>74,792</del> <u>77,036</u>
Deputy Clerks	Annual Salary
Minimum	<del>\$36,315</del> <u>\$37,404</u>
Maximum	<del>58,740</del> <u>60,502</u> ."

36 **MAGISTRATES**

37 **SECTION 13.1.(g)** Effective July 1, 2024, G.S. 7A-171.1(a)(1) reads as rewritten:

38 "**§ 7A-171.1. Duty hours, salary, and travel expenses within county.**

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

41 (1) A full-time magistrate shall be paid the annual salary indicated in the table set  
42 out in this subdivision. A full-time magistrate is a magistrate who is assigned  
43 to work an average of not less than 40 hours a week during the term of office.

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1 The Administrative Officer of the Courts shall designate whether a magistrate  
2 is full-time. Initial appointment shall be at the entry rate. A magistrate's salary  
3 shall increase to the next step every two years on the anniversary of the date  
4 the magistrate was originally appointed for increases to Steps 1 through 3, and  
5 every four years on the anniversary of the date the magistrate was originally  
6 appointed for increases to Steps 4 through 6.

7 Table of Salaries of Full-Time Magistrates

8	<u>Step Level</u>	<u>Annual Salary</u>
9	Entry Rate	<del>\$47,228</del> <u>\$48,645</u>
10	Step 1	<del>50,714</del> <u>52,235</u>
11	Step 2	<del>54,475</del> <u>56,109</u>
12	Step 3	<del>58,475</del> <u>60,211</u>
13	Step 4	<del>63,228</del> <u>65,125</u>
14	Step 5	<del>68,973</del> <u>71,042</u>
15	Step 6	<del>75,415</del> <u>77,677.</u>

16  
17 **LEGISLATIVE EMPLOYEES**

18 **SECTION 13.1.(h)** Section 39.10.(a1) of S.L. 2023-134 reads as rewritten:

19 "**SECTION 39.10.(a1)** Effective July 1, 2024, the annual salaries of the Legislative Services  
20 Officer and of nonelected employees of the General Assembly in effect on June 30, 2020, shall  
21 be legislatively increased by ~~three percent (3%)~~five percent (5%)."

22  
23 **GENERAL ASSEMBLY PRINCIPAL CLERKS**

24 **SECTION 13.1.(i)** Effective July 1, 2024, G.S. 120-37(c) reads as rewritten:

25 "(c) The principal clerks shall be full-time officers. Each principal clerk shall be entitled  
26 to other benefits available to permanent legislative employees and shall be paid an annual salary  
27 of ~~one hundred thirty-three thousand nine hundred thirty-six dollars (\$133,936)~~one hundred  
28 thirty seven thousand nine hundred fifty four dollars (\$137,954) payable monthly. Each principal  
29 clerk shall also receive such additional compensation as approved by the Speaker of the House  
30 of Representatives or the President Pro Tempore of the Senate, respectively, for additional  
31 employment duties beyond those provided by the rules of their House. The Legislative Services  
32 Commission shall review the salary of the principal clerks prior to submission of the proposed  
33 operating budget of the General Assembly to the Governor and shall make appropriate  
34 recommendations for changes in those salaries. Any changes enacted by the General Assembly  
35 shall be by amendment to this paragraph."

36  
37 **SERGEANTS-AT-ARMS AND READING CLERKS**

38 **SECTION 13.1.(j)** Effective July 1, 2024, G.S. 120-37(b) reads as rewritten:

39 "(b) The sergeant-at-arms and the reading clerk in each house shall be paid a salary of ~~five~~  
40 ~~hundred twenty-eight dollars (\$528.00)~~five hundred forty-four dollars (\$544.00) per week plus  
41 subsistence at the same daily rate provided for members of the General Assembly, plus mileage  
42 at the rate provided for members of the General Assembly for one round trip only from their  
43 homes to Raleigh and return. The sergeants-at-arms shall serve during sessions of the General

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1 Assembly and at such time prior to the convening of, and subsequent to adjournment or recess  
2 of, sessions as may be authorized by the Legislative Services Commission. The reading clerks  
3 shall serve during sessions only."  
4

5 **COMMUNITY COLLEGES**

6 **SECTION 13.1.(k)** Section 39.13. of S.L. 2023-134 reads as rewritten:

7 "**SECTION 39.13.(a)** Community college personnel shall receive the following legislative  
8 salary increases:

9 ...

10 (2) Effective July 1, 2024, 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 ~~three percent (3%)~~ five  
13 percent (5%).  
14

14 ...

15 "**SECTION 39.13.(b1)** Effective July 1, 2024, the minimum salaries for nine-month,  
16 full-time curriculum community college faculty for the 2024-2025 fiscal year are as follows:

	<b>Minimum Salary</b>
<b>Education Level</b>	<b>2024-2025</b>
Vocational Diploma/Certificate or Less	\$43,120 <u>44,414</u>
Associate Degree or Equivalent	43,720 <u>45,032</u>
Bachelor's Degree	46,321 <u>47,711</u>
Master's Degree or Education Specialist	48,629 <u>50,088</u>
Doctoral Degree	51,956 <u>53,515</u>
..."	

25  
26 **UNIVERSITY OF NORTH CAROLINA SYSTEM**

27 **SECTION 13.1.(l)** Section 39.14.(2) of S.L. 2023-134 reads as rewritten:

28 "(2) Effective July 1, 2024, the Board of Governors of The University of North  
29 Carolina shall provide SHRA employees, EHRA employees, and teachers  
30 employed by the North Carolina School of Science and Mathematics with an  
31 across-the-board salary increase in the amount of ~~three percent (3%)~~ five  
32 percent (5%)."  
33

34 **CORRECTIONAL OFFICER SALARY SCHEDULE**

35 **SECTION 13.1.(m)** Section 39.15.(b) of S.L. 2023-134 is rewritten to read:

36 "**SECTION 39.15.(b)** The following annual salary schedule applies under subsections (a)  
37 and (a1) of this section for the 2023-2025 fiscal biennium, effective for each year on July 1, 2023,  
38 and July 1, 2024, respectively:  
39

Experience	FY 2023-24			FY 2024-25		
	COI	COII	COIII	COI	COII	COIII
0	\$36,525	\$37,727	\$40,348	\$38,750	\$40,025	\$42,805
1	\$39,081	\$40,367	\$43,173	\$41,461	\$42,825	\$45,802

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1	2	\$41,427	\$42,832	\$45,764	\$43,950	\$45,440	\$48,551
2	3	\$43,498	\$44,929	\$48,052	\$46,147	\$47,665	\$50,979
3	4	\$45,237	\$46,726	\$49,974	\$47,992	\$49,572	\$53,017
4	5	\$46,595	\$48,127	\$51,473	\$49,433	\$51,058	\$54,608
5	6+	\$47,527	\$49,090	\$52,503	\$50,422	\$52,080	\$55,700"

**STATE LAW ENFORCEMENT OFFICER SALARY SCHEDULE**

**SECTION 13.1.(n)** Section 39.16.(b) of S.L. 2023-134 reads as rewritten:

**"SECTION 39.16.(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:

<b>Years of Experience</b>	<b>FY 2023-24</b>	<b>FY 2024-25</b>
0	53,477	<u>53,477</u> 56,151
1	56,954	<u>56,954</u> 59,802
2	60,656	<u>60,656</u> 63,689
3	64,599	<u>64,599</u> 67,829
4	68,798	<u>68,798</u> 72,238
5	73,270	<u>73,270</u> 76,934
6+	78,033	<u>78,033</u> 81,935"

**STATE HIGHWAY PATROL/SALARY SCHEDULE/INCREASE**

**SECTION 13.1.(o)** Section 39.17.(b) of S.L. 2023-134 reads as rewritten:

**"SECTION 39.17.(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:

<b>Years of Experience</b>	<b>FY 2023-24</b>	<b>FY 2024-25</b>
0	55,000	<u>55,000</u> 57,750
1	58,575	<u>58,575</u> 61,504
2	62,382	<u>62,382</u> 65,501
3	66,437	<u>66,437</u> 69,759
4	70,755	<u>70,755</u> 74,293
5	75,354	<u>75,354</u> 79,122
6+	80,252	<u>80,252</u> 84,265"

**PROBATION AND PAROLE OFFICER SALARY SCHEDULE**

**SECTION 13.1.(p)** Section 39.18.(b) of S.L. 2023-134 reads as rewritten:

**"SECTION 39.18.(b)** The following annual salary schedule applies under subsections (a) and (a1) of this section for the 2023-2025 fiscal biennium, effective July 1, 2023, and July 1, 2024, for each respective fiscal year:

<b>Years of Experience</b>	<b>FY 2023-24</b>	<b>FY 2024-25</b>
----------------------------	-------------------	-------------------

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1	0	44,099	45,42246,785
2	1	46,965	48,37449,825
3	2	50,019	51,52053,066
4	3	53,270	54,86856,514
5	4	56,733	58,43560,188
6	5	60,420	62,23364,100
7	6+	64,348	66,27868,266"

**USE OF FUNDS APPROPRIATED FOR LEGISLATIVELY MANDATED INCREASES**

**SECTION 13.1.(q)** Section 39.25.(c) of S.L. 2023-134 reads as rewritten:

"**SECTION 39.25.(c)** Funds appropriated for legislatively mandated salary and employee benefit increases may not be used to adjust the budgeted salaries of vacant positions, except for vacant positions with a budget salary below the salary grade midpoint, to provide salary increases in excess of those required by the General Assembly, or to increase the budgeted salary of filled positions to the minimum of the position's respective salary range."

**FUNDING FOR STATE EMPLOYEE COMPENSATION INCREASES**

**SECTION 13.1.(r)** Effective July 1, 2024, there is appropriated from the General Fund to the Reserve for Compensation Increases the sum of three hundred ninety-nine million six hundred eighty-five thousand dollars (\$399,685,000) in nonrecurring recurring funds for the 2024-2025 fiscal year and the sum of four hundred six million seven hundred nine thousand dollars (\$406,709,000) in recurring funds for the 2024-2025 fiscal year to provide pay raises for State employees and to fund the provisions in Sections 15 through 18 of this act.

**STATE EMPLOYEE APPRECIATION PAY AND BONUS**

**SECTION 14.1.(a)** For the purposes of this act, "State employee" means a full-time or part-time permanent employee employed in a State agency, department, or institution of the legislative, judicial, or executive branches of State government (including The University of North Carolina System and the North Carolina Community Colleges System) employed on June 30, 2024, through June 30, 2025. The term does not include employees of (i) local boards of education, (ii) local community colleges, or (iii) schools operated by the Departments of Health and Human Services, Public Safety, or Adult Correction, or by the State Board of Education who are paid based on the Teacher Salary Schedule.

**SECTION 14.1.(b)** There is established in the General Fund the Reserve for Appreciation Increases (Appreciation Reserve) in recognition of the valuable contributions made by State employees. The Appreciation Reserve shall fund a one-time bonus in the amount of five thousand dollars (\$5,000) which shall be awarded to each State employee in Phase I, in appreciation for their continued commitment and efforts, effective July 4, 2024.

**SECTION 14.1.(c)** Effective July 1, 2024, there is appropriated from the General Fund to the Appreciation Reserve the sum of four hundred forty-three million sixty-nine thousand six hundred eighty dollars (\$443,069,680) in nonrecurring funds for the 2024-2025 fiscal year. Funds in the Appreciation Reserve are not subject to G.S. 143C-1-2(b) and will remain available

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1 for Phase II payments in the 2025-2026 fiscal year. The Appreciation Reserve shall be eliminated  
2 when the funds are fully expended.

3  
4 **POSITION FUNDSHIFT RESERVE**

5 **SECTION 15.1.** State Agencies are authorized to use the funding provided in the  
6 Position Fundshift Reserve to fundshift receipt-supported positions in the General Fund, in whole  
7 or in part, to net appropriation support.

8  
9 **ADDITIONAL VACATION DAYS FOR STATE EMPLOYEES**

10 **SECTION 16.1.** The number of annual vacation leave credits provided to employees  
11 subject to the State Human Resources Act who are full-time or over half-time and have a  
12 permanent, trainee, time-limited or probationary appointment and who are in pay status for  
13 one-half of the regularly scheduled workdays and holidays in a pay period shall be increased to  
14 the following amounts:

<u>Years of Total Service</u>	<u>Days Granted Each Year</u>
Less than 1 year	15
1 but less than 5 years	17
5 but less than 10 years	20
10 but less than 15 years	22
15 but less than 20 years	24
20 or more years	26

22  
23 **ENHANCED LABOR MARKET ADJUSTMENT RESERVE**

24 **SECTION 17.1.(a)** Of the Enhanced Labor Market Adjustment Salary Reserve funds  
25 appropriated in this Act, agencies shall award salary adjustments to identified employees  
26 pursuant to the following requirements:

- 27 (1) Any increase provided to an employee shall not exceed the greater of fifteen  
28 thousand dollars (\$15,000) or fifteen percent (15%) of their current base salary.  
29 (2) Any increase provided to an employee may not result in the employee's salary  
30 exceeding the maximum salary of the salary range associated with the position.  
31 (3) If an agency has 500 or more employees, no more than twenty-five percent (25%)  
32 of the agency's permanent employees may receive a salary increase from the funds  
33 appropriated for this purpose. If an agency has fewer than 500 employees, 50%  
34 of the agency's permanent employees may receive a salary increase.  
35 (4) Funds may not be awarded to employees in positions with salaries set in law or  
36 paid based on an experience-based salary schedule that is eligible to receive  
37 funding from the Pay Plan Reserve.

38 **SECTION 17.1.(b)** Notwithstanding G.S. 143C-6-6(b), agencies may use Enhanced  
39 Labor Market Adjustment Reserve funds to award salary adjustments to any General Fund  
40 employee regardless of the proportionate part of the employee's current salary supported from  
41 net appropriations or receipts.

42 **SECTION 17.1.(c)** The Director of the Budget may adjust a State agency's budgeted  
43 receipts to provide an equivalent one and one-half percent (1.5%) Labor Market Adjustment

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1 Salary Reserve for the 2023-2025 fiscal biennium subject to the requirements in subsection (a)  
2 of this section, provided that sufficient receipts are available. Agency receipts needed to  
3 implement this section are appropriated for the 2023-2024 fiscal year and the 2024-2025 fiscal  
4 year.

5 **SECTION 17.1.(d)** The Office of State Human Resources (OSHR) shall compile a  
6 single report detailing how these funds were distributed by each agency. The OSHR shall develop  
7 a uniform reporting mechanism for agencies that displays the salary increases made for each  
8 position classification, the average increase provided to employees in each position classification,  
9 and the market-based justification for the awarded salary increases. Agencies receiving Labor  
10 Market Adjustment Salary Reserve appropriations shall report to the OSHR on their use by  
11 December 15, 2024. By January 15, 2025, the OSHR shall submit the report containing the  
12 agency responses to the Fiscal Research Division.

13  
14 **RETENTION BONUS AWARDED FOR FISCAL YEAR**

15 **SECTION 18.1.(a)** Any person (i) whose salary is set by this act in Part 7A or this  
16 Part, pursuant to the North Carolina Human Resources Act, or as otherwise authorized in this act  
17 and (ii) who is continuously employed by the State or a public school unit from July 1, 2024 to  
18 September 30, 2024 shall be awarded a retention bonus for the 2024-25 fiscal year in the amount  
19 of five hundred dollars (\$500.00), payable during the month of October 2024. For otherwise  
20 eligible local education employees, eligibility for the bonus shall be measured beginning not on  
21 July 1, 2024, but on the first day when staff report for the 2024-2025 school year.

22 **SECTION 18.1.(b)** Any person (i) whose salary is set by this act in Part 7A or this  
23 Part, pursuant to the North Carolina Human Resources Act, or as otherwise authorized in this act  
24 and (ii) who is continuously employed by the State or a public school unit from October 1, 2024,  
25 to March 31, 2025, shall be awarded an additional retention bonus for the 2024-25 fiscal year in  
26 the amount of five hundred dollars (\$500.00), payable during the month of April 2025.

27 **SECTION 18.1.(c)** Employers of State employees and local education employees  
28 shall provide an additional retention bonus of two hundred and fifty dollars (\$250.00), payable  
29 during the month of October 2024, to all permanent full-time State employees and local education  
30 employees who are continuously employed by the State or a public school unit from July 1, 2024,  
31 to September 30, 2024, and who earns an annual salary that does not exceed seventy-five  
32 thousand dollars (\$75,000).

33 **SECTION 18.1.(d)** Employers of State employees and local education employees  
34 shall provide an additional retention bonus of two hundred and fifty dollars (\$250.00), payable  
35 during the month of April 2025, to all permanent full-time State employees and local education  
36 employees who are employed by the State or a public school unit from October 1, 2024, to March  
37 31, 2025, and who earn an annual salary that does not exceed seventy-five thousand dollars  
38 (\$75,000).

39 **SECTION 18.1.(e)** Notwithstanding Section 39.25 of S.L. 2023-134, any funds  
40 appropriated for retention bonuses in excess of the amounts required to implement the bonuses  
41 shall revert and not be credited to the Pay Plan Reserve.



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1           **SECTION 18.1.(f)** Notwithstanding G.S. 135-1(7a), the compensation bonuses  
2 awarded by this section are not compensation as defined by Article 1 of Chapter 135 of the  
3 General Statutes, the Teachers' and State Employees' Retirement System (TSERS).

4           **SECTION 18.1.(g)** The compensation bonuses awarded by this section are not part  
5 of annual salary and shall be paid out separately. The compensation bonus shall be awarded to  
6 eligible permanent employees without regard to an employee's placement within the salary range,  
7 including employees at the top of the salary range. The compensation bonus shall be adjusted pro  
8 rata for permanent part-time employees."  
9

10 **COST OF LIVING INCREASE FOR STATE RETIREES**

11           **SECTION 19.1.(a)** G.S. 135-5 is amended by adding a new subsection to read:

12           "(aaa) Effective July 1, 2024, the retirement allowance payable to, or on account of,  
13 beneficiaries whose retirement commenced on or before July 1, 2023, is increased by two percent  
14 (2%) of the allowance payable on June 1, 2023, in accordance with subsection (o) of this section.  
15 Effective July 1, 2024, the retirement allowance payable to, or on account of, beneficiaries whose  
16 retirement commenced after July 1, 2023, but before June 30, 2024, is increased by a prorated  
17 amount of two percent (2%), as determined by the Board of Trustees based upon the number of  
18 months that a retirement allowance was paid between July 1, 2023, and June 30, 2024."

19           **SECTION 19.1.(b)** G.S. 135-65 is amended by adding a new subsection to read:

20           "(jj) Effective July 1, 2024, the retirement allowance payable to, or on account of,  
21 beneficiaries whose retirement commenced on or before July 1, 2023, is increased by two percent  
22 (2%) of the allowance payable on June 1, 2023. Effective July 1, 2024, the retirement allowance  
23 payable to, or on account of, beneficiaries whose retirement commenced after July 1, 2023, but  
24 before June 30, 2024, is increased by a prorated amount of two percent (2%), as determined by  
25 the Board of Trustees based upon the number of months that a retirement allowance was paid  
26 between July 1, 2023, and June 30, 2024."

27           **SECTION 19.1.(c)** G.S. 120-4.22A is amended by adding a new subsection to read:

28           "(ff) In accordance with subsection (a) of this section, effective July 1, 2024, the retirement  
29 allowance payable to, or on account of, beneficiaries whose retirement commenced on or before  
30 January 1, 2024, is increased by two percent (2%) of the allowance payable on June 1, 2024.  
31 Effective July 1, 2024, the retirement allowance payable to, or on account of, beneficiaries whose  
32 retirement commenced after January 1, 2024, but before June 30, 2024, is increased by a prorated  
33 amount of two percent (2%), as determined by the Board of Trustees based upon the number of  
34 months that a retirement allowance was paid between January 1, 2024, and June 30, 2024."

35           **SECTION 19.1.(d)** Effective July 1, 2024, there is appropriated from the General  
36 Fund to the Reserve for Retiree Cost-of-Living Adjustments the sum of one hundred million  
37 dollars (\$100,000,000) in recurring funds for the 2024-2025 fiscal year to implement this  
38 section.";  
39

40 and further moves to amend the bill on page 6, line 5, by renumbering the section number  
41 accordingly.

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

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

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