

## S.L. 2018-5 AND OTHER LEGISLATIVE BUDGETARY HIGHLIGHTS

### Salaries and Benefits Highlights

**The Conference Report provides net appropriations of \$267 million for additional salaries and benefits and related items. Highlights of the Conference Committee and other legislative actions follow below:**

Provides \$256 million in net General Fund appropriations as follows:

- \$12.0 million in FY 2018-19 to increase the **Principal salary schedule**.
- \$22.9 million in FY 2018-19 to **Continue Teacher Bonuses** for 4th-5th grade reading and 4th-8th grade math, at \$2,000 per bonus, that were funded on a nonrecurring basis in SL 2017-57.
- \$12.4 million in FY 2018-19 to increase the 'A' schedule for **Teachers with 25+ years of experience** to \$52,000. The \$385 bonuses established in SL 2017-57 will be eliminated for FY 2018-19, reducing appropriations by \$5.0 million.
- \$72.5 million in FY 2018-19 to provide most **State employees and State-funded local employees a salary increase of 2%**.
- \$20.0 million in FY 2018-19 to provide **salary increases at UNC**. The Board of Governors will have flexibility in allocating these funds.
- \$24.1 million in FY 2018-19 to provide salary increases at **Community Colleges**. The State Board will have flexibility in allocating these funds.
- \$15.3 million in FY 2018-19 to increase salaries for all permanent employees at State agencies and UNC to at least \$31,200 per year.
- \$27.0 million in FY 2018-19 to provide **correctional personnel** based in State adult correctional facilities a 4% increase.
- \$7.2 million to create a new salary plan for **Highway Patrol Troopers** that brings beginning Trooper pay to \$44,000 and top Trooper pay to over \$64,000. The new plan also accelerates the timeframe to get to top pay, shortening the timeframe to 6 years.
- \$33.5 million (nonrecurring) in FY 2018-19 to provide a **1.0% one-time Cost-of-Living Supplement to State Retirees**.
- \$12.0 million in FY 2018-19 to increase retirement systems contributions to the actuarially determined level.
- \$2.3 million in FY 2018-19 to extend the **Line-of-Duty Death Benefit** to noncustodial employees killed by inmates and double the benefit amount from \$50,000 to \$100,000, retroactive to April 1, 2017.

#### Adjustments to Appropriations: Salaries

- **(Item 1, Page B 5)** Provides \$11,831,640 to increase the 'A' schedule for teachers with 25+ years of experience to \$52,000. The \$385 bonuses established in SL 2017-57 will be eliminated for FY 2018-19, reducing appropriations by \$5.0 million.
- **(Item 2, Page B 5)** Provides \$12,000,000 to increase the principal salary schedule.

- **(Item 4, Page B 5)** Provides \$22,900,000 to continue teacher bonuses for 4th-5th grade reading and 4th-8th grade math, at \$2,000 per bonus, that were funded on a nonrecurring basis in SL 2017-57.
- **(Item 5, Page B 5)** Provides \$28,191,221 to provide noncertified staff in Local Education Agencies a salary increase of 2%.
- **(Item 65, Page B 20)** – Provides \$24,126,767 for salary increases at community colleges. The State Board will have flexibility in allocating these funds.
- **(Item 96, Page B 31)** – Provides \$20,000,000 for salary increases at UNC. The Board of Governors will have flexibility in allocating these funds.
- **(Item 2, Page E 7 as amended by S.L. 2018-76, Sec. 3.1)** – Provides \$27,044,624 to provide corrections officers and related personnel a salary increase of 4%.
- **(Item 3, Page E 7)** – Provides \$7,200,000 to create a new salary plan for Highway Patrol Troopers that brings beginning Trooper pay to \$44,000 and top Trooper pay to over \$64,000. The new plan also accelerates the timeframe to get to top pay, shortening the timeframe to 6 years.
- **(Item 1, Page I 4)** – Provides \$15,300,000 to increase salaries for all permanent employees at State agencies and UNC to at least \$31,200 per year.

#### **Special Provisions: Salaries**

- **(Sec. 35.25, Page 200 as amended by S.L. 2018-97, Sec. 8.1)** Directs the Department of Public Safety to establish a new pay schedule for State Highway Patrol Troopers that brings beginning Trooper pay to \$44,000 and top Trooper pay to over \$64,000. The new plan also accelerates the timeframe to get to top pay, shortening the timeframe to 6 years. This section also authorizes the State to require reimbursement of training costs of up to \$36,000 per cadet if a Trooper separates from the State Highway Patrol after serving less than 36 months.

#### **Adjustments to Appropriations: Benefits**

- **(Item 14, Page F 11)** – Provides \$2,250,000 to extend the line-of-duty death benefit to noncustodial employees killed by inmates and double the benefit amount from \$50,000 to \$100,000, retroactive to April 1, 2017.

#### **Special Provisions: Benefits**

- **(Sec. 35.26, Page 202)** Grants 5 non-expiring bonus leave days that cannot be cashed out or converted to sick leave and thus do not impact the retirement system.
- **(Sec. 35.28, Page 203)** Provides a 1.0% one-time cost-of-living supplement to State retirees.