

**GENERAL ASSEMBLY OF NORTH CAROLINA**  
**SESSION 2007**

**S**

**D**

**SENATE DRS15264-LR-183C (05/15)**

Short Title: State Employees 7% Pay Raise. (Public)

Sponsors: Senators Dorsett, and Berger of Franklin.

Referred to:

A BILL TO BE ENTITLED

AN ACT APPROPRIATING FUNDS TO PROVIDE STATE EMPLOYEES AND  
PUBLIC SCHOOL CENTRAL OFFICE AND NONCERTIFIED PERSONNEL  
WITH A LEGISLATIVE PAY INCREASE OF SEVEN PERCENT.

The General Assembly of North Carolina enacts:

**GOVERNOR AND COUNCIL OF STATE/SALARY INCREASES**

**SECTION 1.1.(a)** Effective July 1, 2008, G.S. 147-11(a) reads as rewritten:

"(a) The salary of the Governor shall be ~~one hundred thirty five thousand eight hundred fifty four dollars (\$135,854)~~ one hundred forty five thousand three hundred sixty-four dollars (\$145,364) annually, payable monthly."

**SECTION 1.1.(b)** Section 28.1(b) of S.L. 2007-323 reads as rewritten:

"**SECTION 28.1.(b)** Effective ~~July 1, 2007,~~ July 1, 2008, the annual salaries for the members of the Council of State, payable monthly, for the 2007-2008 and 2008-2009 fiscal years are:

<u>Council of State</u>	<u>Annual Salary</u>
Lieutenant Governor	<del>\$119,901</del> <u>\$128,294</u>
Attorney General	<del>119,901</del> <u>128,294</u>
Secretary of State	<del>119,901</del> <u>128,294</u>
State Treasurer	<del>119,901</del> <u>128,294</u>
State Auditor	<del>119,901</del> <u>128,294</u>
Superintendent of Public Instruction	<del>119,901</del> <u>128,294</u>
Agriculture Commissioner	<del>119,901</del> <u>128,294</u>
Insurance Commissioner	<del>119,901</del> <u>128,294</u>
Labor Commissioner	<del>119,901</del> <u>128,294</u> "

**NONELECTED DEPARTMENT HEAD/SALARY INCREASES**

**SECTION 1.2.** Section 28.2 of S.L. 2007-323 reads as rewritten:

"**SECTION 28.2.** In accordance with G.S. 143B-9, the maximum annual salaries, payable monthly, for the nonelected heads of the principal State departments for the ~~2007-2008 and 2008-2009~~ fiscal ~~years-year~~ are:

<u>Nonelected Department Heads</u>	<u>Annual Salary</u>
Secretary of Administration	\$ <del>117,142</del> <u>\$125,342</u>
Secretary of Correction	<del>117,142</del> <u>125,342</u>
Secretary of Crime Control and Public Safety	<del>117,142</del> <u>125,342</u>
Secretary of Cultural Resources	<del>117,142</del> <u>125,342</u>
Secretary of Commerce	<del>117,142</del> <u>125,342</u>
Secretary of Environment and Natural Resources	<del>117,142</del> <u>125,342</u>
Secretary of Health and Human Services	<del>117,142</del> <u>125,342</u>
Secretary of Juvenile Justice and Delinquency Prevention	<del>117,142</del> <u>125,342</u>
Secretary of Revenue	<del>117,142</del> <u>125,342</u>
Secretary of Transportation	<del>117,142</del> <u>125,342</u> "

**CERTAIN EXECUTIVE BRANCH OFFICIALS/SALARY INCREASES**

**SECTION 1.3** Section 28.3 of S.L. 2007-323 reads as rewritten:

"**SECTION 28.3.** The annual salaries, payable monthly, for the ~~2007-2008 and 2008-2009~~ fiscal ~~years-year~~ for the following executive branch officials are:

<u>Executive Branch Officials</u>	<u>Annual Salary</u>
Chairman, Alcoholic Beverage Control Commission	\$ <del>106,621</del> <u>\$114,084</u>
State Controller	<del>149,216</del> <u>159,661</u>
Commissioner of Motor Vehicles	<del>106,621</del> <u>114,084</u>
Commissioner of Banks	<del>119,901</del> <u>128,294</u>
Chairman, Employment Security Commission	133,161
State Personnel Director	<del>117,142</del> <u>125,342</u>
Chairman, Parole Commission	<del>97,358</del> <u>104,173</u>
Members of the Parole Commission	<del>44,942</del> <u>48,088</u>
Chairman, Utilities Commission	<del>133,531</del> <u>142,878</u>
Members of the Utilities Commission	<del>119,901</del> <u>128,294</u>
Executive Director, Agency for Public Telecommunications	<del>89,884</del> <u>96,176</u>
Director, Museum of Art	<del>109,252</del> <u>116,900</u>
Executive Director, North Carolina Agricultural Finance Authority	<del>103,781</del> <u>111,046</u>
State Chief Information Officer	<del>149,126</del> <u>159,565</u> "

**JUDICIAL BRANCH OFFICIALS/SALARY INCREASES**

**SECTION 1.4.** Section 28.4 of S.L. 2007-323 reads as rewritten:

"**SECTION 28.4.(a)** The annual salaries, payable monthly, for specified judicial branch officials for the ~~2007-2008 and 2008-2009~~ fiscal ~~years-year~~ are:

	<u>Annual Salary</u>
1 <u>Judicial Branch Officials</u>	
2     Chief Justice, Supreme Court	\$137,160 <u>\$146,761</u>
3     Associate Justice, Supreme Court	<del>133,576</del> <u>142,926</u>
4     Chief Judge, Court of Appeals	<del>130,236</del> <u>139,353</u>
5     Judge, Court of Appeals	<del>128,011</del> <u>136,972</u>
6     Judge, Senior Regular Resident Superior Court	<del>124,532</del> <u>133,249</u>
7     Judge, Superior Court	<del>121,053</del> <u>129,527</u>
8     Chief Judge, District Court	<del>109,923</del> <u>117,618</u>
9     Judge, District Court	<del>106,445</del> <u>113,896</u>
10    District Attorney	<del>116,112</del> <u>124,240</u>
11    Administrative Officer of the Courts	<del>123,346</del> <u>131,980</u>
12    Assistant Administrative Officer of the Courts	<del>112,665</del> <u>120,552</u>
13    Public Defender	<del>116,112</del> <u>124,240"</u>

14  
 15     **"SECTION 28.4.(b)** The district attorney or public defender of a judicial district,  
 16 with the approval of the Administrative Officer of the Courts or the Commission on  
 17 Indigent Defense Services, respectively, shall set the salaries of assistant district  
 18 attorneys or assistant public defenders, respectively, in that district such that the average  
 19 salaries of assistant district attorneys or assistant public defenders in that district do not  
 20 exceed ~~sixty nine thousand forty seven dollars (\$69,047), seventy-three thousand eight~~  
 21 hundred eighty dollars (\$73,880), and the minimum salary of any assistant district  
 22 attorney or assistant public defender is at least ~~thirty six thousand eighty two dollars~~  
 23 (\$36,082), thirty-eight thousand six hundred eight dollars (\$38,608) effective ~~July 1,~~  
 24 2007; July 1, 2008.

25     **"SECTION 28.4.(c)** Effective July 1, 2007, the annual salaries of permanent,  
 26 full-time employees of the Judicial Department whose salaries are not itemized in this  
 27 act shall be increased by four percent (4.0%). Effective July 1, 2008, the annual salaries  
 28 of permanent full-time employees of the Judicial Department whose salaries are not  
 29 itemized in this act shall be increased by seven percent (7.0%).

30     **"SECTION 28.4.(d)** Effective July 1, 2007, the annual salaries of permanent,  
 31 part-time employees of the Judicial Department whose salaries are not itemized in this  
 32 act shall be increased by four percent (4.0%). Effective July 1, 2008, the annual salaries  
 33 of permanent, part-time employees of the Judicial Department whose salaries are not  
 34 itemized in this act shall be increased by seven percent (7.0%)."

35  
 36     **CLERK OF SUPERIOR COURT/SALARY INCREASES**

37     **SECTION 1.5.** Effective July 1, 2008, G.S. 7A-101(a) reads as rewritten:

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

	<u>Annual Salary</u>
42     Population	
43     Less than 100,000	<del>\$ 80,196</del> <u>\$85,810</u>
44     100,000 to 149,999	<del>89,993</del> <u>96,293</u>

1	150,000 to 249,999	<del>99,792</del> <u>106,777</u>
2	250,000 and above	<del>109,593</del> <u>117,265</u>

3 When a county changes from one population group to another, the salary of the clerk  
 4 shall be changed, on July 1 of the fiscal year for which the change is reported, to the  
 5 salary appropriate for the new population group, except that the salary of an incumbent  
 6 clerk shall not be decreased by any change in population group during his continuance  
 7 in office."  
 8

9 **ASSISTANT AND DEPUTY CLERKS OF COURT/SALARY INCREASES**

10 **SECTION 1.6.** Effective July 1, 2008, G.S. 7A-102(c1) reads as rewritten:

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

	Assistant Clerks and	Annual Salary
	Head Bookkeeper	
	Minimum	<del>\$31,122</del> <u>\$33,301</u>
	Maximum	<del>53,301</del> <u>57,032</u>

	Deputy Clerks	Annual Salary
	Minimum	<del>\$26,788</del> <u>\$28,663</u>
	Maximum	<del>41,456</del> <u>44,358</u>

22

23 **MAGISTRATES' SALARY INCREASES**

24 **SECTION 1.7.(a)** Effective July 1, 2008, G.S. 7A-171.1(a)(1) reads as  
 25 rewritten:

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

29 (1) A full-time magistrate shall be paid the annual salary indicated in the  
 30 table set out in this subdivision. A full-time magistrate is a magistrate  
 31 who is assigned to work an average of not less than 40 hours a week  
 32 during the term of office. The Administrative Officer of the Courts  
 33 shall designate whether a magistrate is full-time. Initial appointment  
 34 shall be at the entry rate. A magistrate's salary shall increase to the  
 35 next step every two years on the anniversary of the date the magistrate  
 36 was originally appointed for increases to Steps 1 through 3, and every  
 37 four years on the anniversary of the date the magistrate was originally  
 38 appointed for increases to Steps 4 through 6.

39 Table of Salaries of Full-Time Magistrates

	Step Level	Annual Salary
	Entry Rate	<del>\$31,533</del> <u>\$33,740</u>
	Step 1	<del>34,425</del> <u>36,835</u>
	Step 2	<del>37,571</del> <u>40,201</u>
	Step 3	<del>41,006</del> <u>43,876</u>

1	Step 4	44,768	<u>47,902</u>
2	Step 5	49,007	<u>52,437</u>
3	Step 6	53,760	<u>57,523.</u>

4  
5           **SECTION 1.7.(b)** Effective July 1, 2008, G.S. 7A-171.1(a1)(1) reads as  
6 rewritten:

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

- 9           (1) The salaries of magistrates who on June 30, 1994, were paid at a salary  
10 level of less than five years of service under the table in effect that date  
11 shall be as follows:
- |    |  |          |                 |
|----|--|----------|-----------------|
| 12 | Less than 1 year of service                | \$25,428 | <u>\$27,208</u> |
| 13 | 1 or more but less than 3 years of service | 26,595   | <u>28,457</u>   |
| 14 | 3 or more but less than 5 years of service | 28,944   | <u>30,970.</u>  |

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

17  
18 **GENERAL ASSEMBLY PRINCIPAL CLERKS/SALARY INCREASES**

19           **SECTION 1.8.** Effective July 1, 2008, G.S. 120-37(c) reads as rewritten:

20           "(c) The principal clerks shall be full-time officers. Each principal clerk shall be  
21 entitled to other benefits available to permanent legislative employees and shall be paid  
22 an annual salary of ~~one hundred one thousand two hundred ninety eight dollars~~  
23 ~~(\$101,298)~~one hundred eight thousand three hundred eighty-nine dollars (\$108,389)  
24 payable monthly. Each principal clerk shall also receive such additional compensation  
25 as approved by the Speaker of the House of Representatives or the President Pro  
26 Tempore of the Senate, respectively, for additional employment duties beyond those  
27 provided by the rules of their House. The Legislative Services Commission shall review  
28 the salary of the principal clerks prior to submission of the proposed operating budget of  
29 the General Assembly to the Governor and shall make appropriate recommendations for  
30 changes in those salaries. Any changes enacted by the General Assembly shall be by  
31 amendment to this paragraph."

32  
33 **SERGEANT-AT-ARMS AND READING CLERKS/SALARY INCREASES**

34           **SECTION 1.9.** Effective July 1, 2008, G.S. 120-37(b) reads as rewritten:

35           "(b) The sergeant-at-arms and the reading clerk in each house shall be paid a  
36 salary of ~~three hundred fifty nine dollars (\$359.00)~~three hundred eighty-four dollars  
37 (\$384.00) per week plus subsistence at the same daily rate provided for members of the  
38 General Assembly, plus mileage at the rate provided for members of the General  
39 Assembly for one round trip only from their homes to Raleigh and return. The  
40 sergeants-at-arms shall serve during sessions of the General Assembly and at such time  
41 prior to the convening of, and subsequent to adjournment or recess of, sessions as may  
42 be authorized by the Legislative Services Commission. The reading clerks shall serve  
43 during sessions only."

**LEGISLATIVE EMPLOYEES/SALARY INCREASES**

**SECTION 1.10.** Effective July 1, 2008, the Legislative Services Officer shall increase the salaries of nonelected employees of the General Assembly in effect for fiscal year 2007-2008 by seven percent (7.0%). Nothing in this act limits any of the provisions of G.S. 120-32.

**COMMUNITY COLLEGES PERSONNEL/SALARY INCREASES**

**SECTION 1.11.** Section 28.11 of S.L. 2007-323 reads as rewritten:

**"SECTION 28.11.(a)** ~~The~~ For the 2007-2008 fiscal year, the Director of the Budget shall transfer from the Reserve for Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009, funds to the North Carolina Community Colleges System Office necessary to provide an annual salary increase of four percent (4.0%) including funds for the employer's retirement and social security contributions, commencing July 1, 2007, for all community college employees supported by State funds.

**"SECTION 28.11.(a1)** The Director of the Budget shall transfer from the Reserve for Compensation Increases, created in this act for the 2008-2009 fiscal year, funds to the North Carolina Community Colleges System Office necessary to provide an annual salary increase of seven percent (7.0%) including funds for the employer's retirement and social security contributions, commencing July 1, 2008, for all community college employees supported by State funds.

**"SECTION 28.11.(b)** The Director of the Budget shall transfer from the Reserve for Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009, funds to the North Carolina Community Colleges System Office necessary to provide an additional annual salary increase of one percent (1.0%) for Community College faculty and professional staff, including funds for the employer's retirement and social security contributions, supported by State funds."

**UNIVERSITY OF NORTH CAROLINA SYSTEM/EPA SALARY INCREASES**

**SECTION 1.12** Effective July 1, 2008, Section 28.12 of S.L. 2007-323 reads as rewritten:

**"SECTION 28.12.(a)** Effective July 1, 2007, the Director of the Budget shall transfer to the Board of Governors of The University of North Carolina sufficient funds from the Reserve for Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009, including funds for the employer's retirement and social security contributions, to provide to employees of The University of North Carolina, other than teachers of the North Carolina School of Science and Mathematics, whose salaries are supported by State funds and who are exempt from the State Personnel Act (EPA) an annual salary increase of five percent (5%) for faculty. The percentage annual salary increase of five percent (5%) authorized by this section shall be made on an aggregated average basis, according to the rules adopted by the Board of Governors of The University of North Carolina and may not be used for any purpose other than for salary increases and necessary employer contributions provided by this section. The

1 Board of Governors may use a portion of the annual salary increase provided by this  
2 section to improve competitive national peer rankings for faculty.

3 "SECTION 28.12.(a1) Effective July 1, 2008, the Director of the Budget shall  
4 transfer to the Board of Governors of The University of North Carolina sufficient funds  
5 from the Reserve for Compensation Increases, created in this act for fiscal year  
6 2008-2009, including funds for the employer's retirement and social security  
7 contributions, to provide to employees of The University of North Carolina, other than  
8 teachers of the North Carolina School of Science and Mathematics, whose salaries are  
9 supported by State funds and who are exempt from the State Personnel Act (EPA) an  
10 annual salary increase of seven percent (7%) for faculty. The percentage annual salary  
11 increase of seven percent (7%) authorized by this section shall be made on an  
12 aggregated average basis, according to the rules adopted by the Board of Governors of  
13 The University of North Carolina and may not be used for any purpose other than for  
14 salary increases and necessary employer contributions provided by this section. The  
15 Board of Governors may use a portion of the annual salary increase provided by this  
16 section to improve competitive national peer rankings for faculty.

17 "SECTION 28.12.(b) Effective July 1, 2007, the Director of the Budget shall  
18 transfer to the Board of Governors of The University of North Carolina sufficient funds  
19 from the Reserve for Compensation Increases, created in this act for fiscal years  
20 2007-2008 and 2008-2009, including funds for the employer's retirement and social  
21 security contributions, to provide to employees of The University of North Carolina,  
22 other than teachers of the North Carolina School of Science and Mathematics, whose  
23 salaries are supported by State funds and who are exempt from the State Personnel Act  
24 (EPA) an annual salary increase of four percent (4.0%) for nonfaculty. The percentage  
25 annual salary increase of four percent (4.0%) authorized by this section shall be made  
26 on an aggregated average basis, according to the rules adopted by the Board of  
27 Governors of The University of North Carolina and may not be used for any purpose  
28 other than for salary increases and necessary employer contributions provided by this  
29 section.

30 "SECTION 28.12.(b1) Effective July 1, 2008, the Director of the Budget shall  
31 transfer to the Board of Governors of The University of North Carolina sufficient funds  
32 from the Reserve for Compensation Increases, created in this act for fiscal year  
33 2008-2009, including funds for the employer's retirement and social security  
34 contributions, to provide to employees of The University of North Carolina, other than  
35 teachers of the North Carolina School of Science and Mathematics, whose salaries are  
36 supported by State funds and who are exempt from the State Personnel Act (EPA) an  
37 annual salary increase of seven percent (7.0%) for nonfaculty.

38 "SECTION 28.12.(c) The Director of the Budget shall transfer to the Board of  
39 Governors of The University of North Carolina sufficient funds from the Reserve for  
40 Compensation Increases, created in this act for fiscal years 2007-2008 and 2008-2009,  
41 to provide an average annual salary increase of five percent (5%) but at least an annual  
42 increase of one thousand two hundred forty dollars (\$1,240), including funds for the  
43 employer's retirement and social security contributions, commencing July 1, 2007, for  
44 all teaching employees of the North Carolina School of Science and Mathematics,

1 supported by State funds and whose salaries are exempt from the State Personnel Act  
2 (EPA). These funds shall be allocated to individuals according to the rules adopted by  
3 the Board of Trustees of the North Carolina School of Science and Mathematics and  
4 may not be used for any purpose other than for salary increases and necessary employer  
5 contributions provided by this section.

6 "SECTION 28.12.(c1) The Director of the Budget shall transfer to the Board of  
7 Governors of The University of North Carolina sufficient funds from the Reserve for  
8 Compensation Increases, created in this act for fiscal year 2008-2009, to provide an  
9 average annual salary increase of seven percent (7%), commencing July 1, 2008, for all  
10 teaching employees of the North Carolina School of Science and Mathematics,  
11 supported by State funds and whose salaries are exempt from the State Personnel Act  
12 (EPA). These funds shall be allocated to individuals according to the rules adopted by  
13 the Board of Trustees of the North Carolina School of Science and Mathematics and  
14 may not be used for any purpose other than for salary increases and necessary employer  
15 contributions provided by this section."

#### 16 17 **MOST STATE EMPLOYEES/SALARY INCREASES**

18 **SECTION 1.13.** Section 28.14 of S.L. 2007-323 reads as rewritten:

19 **"SECTION 28.14.(a)** The salaries in effect June 30, 2007, of all permanent  
20 full-time State employees whose salaries are set in accordance with the State Personnel  
21 Act, and who are paid from the General Fund or the Highway Fund, shall be increased,  
22 effective July 1, 2007, by four percent (4%). Effective July 1, 2008, the salaries in effect  
23 June 30, 2008, of all permanent, full-time State employees whose salaries are set in  
24 accordance with the State Personnel Act, and who are paid from the General Fund or the  
25 Highway Fund, shall be increased by seven percent (7%).

26 **"SECTION 28.14.(b)** Except as otherwise provided in this act, the fiscal year  
27 2007-2008 salaries for permanent full-time State officials and persons in exempt  
28 positions that are recommended by the Governor and set by the General Assembly shall  
29 be increased by four percent (4%), effective July 1, 2007. Effective July 1, 2008, the  
30 fiscal year 2008-2009 salaries for permanent, full-time State officials and persons in  
31 exempt positions that are recommended by the Governor and set by the General  
32 Assembly shall be increased by seven percent (7%).

33 **"SECTION 28.14.(c)** The salaries in effect for fiscal year 2007-2008 for all  
34 permanent part-time State employees shall be increased, effective July 1, 2007, by the  
35 four percent (4%) salary increase provided for permanent full-time employees covered  
36 under this part. Effective July 1, 2008, the salaries of all permanent part-time State  
37 employees shall be increased by the seven percent (7%) salary increase provided for  
38 permanent, full-time employees covered under this part.

39 **"SECTION 28.14.(d)** The Director of the Budget may allocate out of special  
40 operating funds or from other sources of the employing agency, except tax revenues,  
41 sufficient funds to allow ~~a salary increase, effective July 1, 2007, salary increases in~~  
42 accordance with subsection (a), (b), or (c) of this section including funds for the  
43 employer's retirement and social security contributions, for the permanent full-time and



1 part-time employees of the agency, provided the employing agency elects to make  
2 available the necessary funds.

3 **"SECTION 28.14.(e)** ~~Within~~ For the 2007-2008 fiscal year, within regular State  
4 Budget Act procedures as limited by this act, all State agencies and departments may  
5 increase on an equitable basis the rate of pay of temporary and permanent hourly State  
6 employees, subject to availability of funds in the particular agency or department, by  
7 pro rata amounts of the four percent (4%) salary increase provided for permanent  
8 full-time employees covered by the provisions of subsection (a) of this section,  
9 commencing July 1, 2007. For the 2008-2009 fiscal year, within regular State Budget  
10 Act procedures as limited by this act, all State agencies and departments may increase  
11 on an equitable basis the rate of pay of temporary and permanent hourly State  
12 employees, subject to availability of funds in the particular agency or department, by  
13 pro rata amounts of the seven percent (7%) salary increase provided for permanent,  
14 full-time employees covered by the provisions of subsection (a) of this section,  
15 commencing July 1, 2008."

#### 16 17 **ALL STATE-SUPPORTED PERSONNEL/SALARY INCREASES**

18 **SECTION 1.14** Section 28.15 of S.L. 2007-323 reads as rewritten:

19 **"SECTION 28.15.(a)** Salaries and related benefits for positions that are funded  
20 partially from the General Fund or Highway Fund and partially from sources other than  
21 the General Fund or Highway Fund shall be increased from the General Fund or  
22 Highway Fund appropriation only to the extent of the proportionate part of the salaries  
23 paid from the General Fund or Highway Fund.

24 **"SECTION 28.15.(b)** The granting of the salary increases under this act does not  
25 affect the status of eligibility for salary increments for which employees may be eligible  
26 unless otherwise required by this act.

27 **"SECTION 28.15.(c)** The fiscal year 2007-2008 salary increases provided in this  
28 act are to be effective July 1, 2007, do not apply to persons separated from State service  
29 due to resignation, dismissal, reduction in force, death, or retirement, or whose last  
30 workday is prior to July 1, 2007. The fiscal year 2008-2009 salary increases provided in  
31 this act are to be effective July 1, 2008, do not apply to persons separated from State  
32 service due to resignation, dismissal, reduction in force, death, or retirement, or whose  
33 last workday is prior to July 1, 2008.

34 Payroll checks issued to employees ~~after July 1, 2007,~~ which represent payment of  
35 services provided prior to ~~July 1, 2007,~~ these increases shall not be eligible for salary  
36 increases provided for in this act. This subsection shall apply to all employees, subject  
37 to or exempt from the State Personnel Act, paid from State funds, including public  
38 schools, community colleges, and The University of North Carolina.

39 **"SECTION 28.15.(d)** The Director of the Budget shall transfer from the Reserve  
40 for Compensation Increases in this act for fiscal year 2007-2008 and fiscal year  
41 2008-2009 all funds necessary for the salary increases provided by this act, including  
42 funds for the employer's retirement and social security contributions.

43 **"SECTION 28.15.(e)** Nothing in this act authorizes the transfer of funds between  
44 the General Fund and the Highway Fund for salary increases.

1        "**SECTION 28.15.(f)** ~~Permanent~~ For the 2007-2008 fiscal year, permanent full-time  
 2 employees who work a nine-, ten-, or eleven-month work year schedule shall receive  
 3 the four percent (4.0%) annual increase provided by this act. For the 2008-2009 fiscal  
 4 year, permanent, full-time employees who work a nine-, ten-, or eleven-month work  
 5 year schedule shall receive the seven percent (7.0%) annual increase provided by this  
 6 act."

7  
 8        **CENTRAL OFFICE SALARIES**

9        **SECTION 1.15.(a)** The monthly salary ranges that follow apply to assistant  
 10 superintendents, associate superintendents, directors/coordinators, supervisors, and  
 11 finance officers for the 2008-2009 fiscal year, beginning July 1, 2008.

12	School Administrator I	\$3,442	\$6,464
13	School Administrator II	\$3,653	\$6,855
14	School Administrator III	\$3,878	\$7,273
15	School Administrator IV	\$4,034	\$7,563
16	School Administrator V	\$4,197	\$7,869
17	School Administrator VI	\$4,452	\$8,345
18	School Administrator VII	\$4,631	\$8,681

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

25        **SECTION 1.15.(b)** The monthly salary ranges that follow apply to public  
 26 school superintendents for the 2008-2009 fiscal year, beginning July 1, 2008.

27	Superintendent I	\$4,916	\$9,208
28	Superintendent II	\$5,218	\$9,765
29	Superintendent III	\$5,536	\$10,360
30	Superintendent IV	\$5,875	\$10,989
31	Superintendent V	\$6,236	\$11,659

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

36        **SECTION 1.15.(c)** Longevity pay for superintendents, assistant  
 37 superintendents, associate superintendents, directors/coordinators, supervisors, and  
 38 finance officers shall be as provided for State employees under the State Personnel Act.

39        **SECTION 1.15.(d)** Superintendents, assistant superintendents, associate  
 40 superintendents, directors/coordinators, supervisors, and finance officers with  
 41 certification based on academic preparation at the six-year degree level shall receive a  
 42 salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to  
 43 the compensation provided pursuant to this section. Superintendents, assistant  
 44 superintendents, associate superintendents, directors/coordinators, supervisors, and

1 finance officers with certification based on academic preparation at the doctoral degree  
2 level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per  
3 month in addition to the compensation provided for under this section.

4 **SECTION 1.15.(e)** The State Board of Education shall not permit local  
5 school administrative units to transfer State funds from other funding categories for  
6 salaries for public school central office administrators.

7 **SECTION 1.15.(f)** The annual salary increase for all permanent, full-time  
8 personnel paid from the Central Office Allotment shall be seven percent (7%),  
9 commencing July 1, 2008. The State Board of Education shall allocate these funds to  
10 local school administrative units. The local boards of education shall establish  
11 guidelines for providing salary increases to these personnel.

### 12 13 **NONCERTIFIED PERSONNEL SALARIES**

14 **SECTION 1.16.(a)** The annual salary increase for permanent, full-time  
15 noncertified public school employees whose salaries are supported from the State's  
16 General Fund shall be seven percent (7%) commencing July 1, 2008.

17 **SECTION 1.16.(b)** Local boards of education shall increase the rates of pay  
18 for such employees who were employed for all or part of fiscal year 2007-2008 and who  
19 continue their employment for fiscal year 2008-2009 by providing an annual salary  
20 increase for employees of seven percent (7%).

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

23 **SECTION 1.16.(c)** The State Board of Education may adopt salary ranges  
24 for noncertified personnel to support increases of seven percent (7%) for the 2008-2009  
25 fiscal year.

### 26 27 **APPROPRIATIONS/RESERVE FOR COMPENSATION INCREASES**

28 **SECTION 2.1.(a)** There is appropriated from the General Fund to the  
29 Reserve for Compensation Increases the sum of five hundred one million seven hundred  
30 ninety-two thousand five hundred twenty-nine dollars (\$501,792,529) for the 2008-2009  
31 fiscal year to implement the legislative increases authorized by this act.

32 **SECTION 2.1.(b)** There is appropriated from the Highway Fund to the  
33 Reserve for Compensation Increases the sum of thirty-seven million five hundred  
34 seventy-six thousand seven hundred ninety-one dollars (\$37,576,791) for the 2008-2009  
35 fiscal year to implement legislative pay increases authorized by this act.

36 **SECTION 2.1.(c)** The Director of the Budget shall transfer to the State  
37 Board of Education from the Reserve for Compensation Increases for fiscal year  
38 2008-2009 funds necessary to provide an average annual salary increase, effective July  
39 1, 2008, of seven percent (7%), including funds for the employer's retirement and social  
40 security contributions for public school central office and noncertified personnel.

### 41 42 **EFFECTIVE DATE**

43 **SECTION 3.1.** This act becomes effective July 1, 2008.