

Salaries and Benefits Selected Budget Highlights

Salary Increases:

State Agency, UNC, and State-funded Community College Employees:

- Grants a 2% salary increase for most State and State-funded employees
- Provides a \$500 NR bonus for most State and State-funded employees. The bonus is not included as part of an employee's annual salary for retirement purposes. UNC is given the flexibility to allocate the bonus for EHRAs employees.
- Grants a step for Asst & Deputy Clerks, Magistrates, the Highway Patrol
- Includes

- \$16.9 m to continue implementation of custody-level pay for Correctional Officers
- \$1 m to be allocated to SBI and ALE agents at the discretion of the new SBI Director
- An additional 3% salary increase for asst. district attorneys and asst. public defenders

LEA Employees

- Teachers & Instructional Support (Educators):

- Increase the salaries on the salary schedule by between 0% and 5%; increases for individual teachers who change tiers can exceed 15% in for certain teachers.
- Estimated new average salary: \$49,896, NEA rank = 39
- Assumes no other states increased teacher salaries in FY 2015-16 or FY 2016-17 and that all local supplements increase accordingly

Monthly Salary Schedule	FY 2015-16	FY 2016-17	% change
Tier 1 - 0-4	\$3,500	\$3,500	0.0%
Tier 2 - 5-9	\$3,650	\$3,800	4.1%
Tier 3 - 10-14	\$4,000	\$4,200	5.0%
Tier 4 - 15-19	\$4,350	\$4,500	3.4%
Tier 5 - 20-24	\$4,650	\$4,800	3.2%
Tier 6 - 25+	\$5,000	\$5,100	2.0%

- Grants a step increase for educators (affects the salary of educators changing tiers only)
- Provides a \$1,000 NR bonus (included for retirement purposes) for educators on Tier 1 and Tier 6 School-based Administrators (SBAs) (i.e. Principals and Assistant Principals)
- Grants a step increase for SBAs
- Increases all steps on the schedule by 2% over FY 2015-16
- Provides a \$500 NR bonus for SBAs not receiving a step increase. The bonus is not included as part of an employee's annual salary for retirement purposes.
- Central Office and Noncertified personnel
- Provides a 2% salary increase and \$500 NR bonus (not included for retirement purposes)

Benefits:

- Cost-of-living adjustment (COLA): Retirees in the Teachers' and State Employees' Retirement System, the Consolidated Judicial Retirement System, and the Legislative Retirement System receive a 1.6% COLA.
- Probation and Parole Officers (PPOs): PPOs are granted law-enforcement retirement benefits except for 401(k) contribution.
- Funding: The budget funds all State retirement systems at actuarially determined levels.
- State Health Plan: The budget releases the \$71 million Reserve for Future Benefit Needs to fund 3.43% increases in State premiums paid to the Plan.