

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

H

1

HOUSE BILL 923

Short Title: SPA COLA Changes.

(Public)

Sponsors: Representatives Baddour, Jeffus, Russell, Sherrill (Primary Sponsors); Barefoot, Hurley, Mosley, and Wainwright.

Referred to: Ways and Means.

April 5, 1999

A BILL TO BE ENTITLED

1
2 AN ACT AMENDING THE STATE PERSONNEL ACT TO PROVIDE THAT COST-
3 OF-LIVING ADJUSTMENTS ARE NOT AWARDED TO STATE EMPLOYEES
4 INVOLVED IN THE FINAL STAGE OF THE DISCIPLINARY PROCEDURE
5 AND TO PROVIDE THAT THE ADJUSTMENTS REFLECT INCREASES IN THE
6 CONSUMER PRICE INDEX.

7 The General Assembly of North Carolina enacts:

8 Section 1. G.S. 126-7(a2) reads as rewritten:

9 "(a2) For the purpose of this section, unless the context indicates otherwise:

10 (1) 'Career growth recognition award' means an annual salary increase
11 awarded to a State employee whose final annual performance appraisal
12 indicates job performance that meets or exceeds management's
13 expectations and performance ~~requirements; requirements.~~

14 (2) 'Cost-of-living adjustment' means a general salary increase given to
15 State employees ~~in response to inflation and labor market factors; to reflect~~
16 the amount of the annual percentage increase in the Consumer Price
17 Index.

18 (3) 'Performance bonus' means a salary increase that is awarded in a lump
19 sum to a State employee whose final annual performance appraisal

1 indicates job performance that exceeds management's expectations and
2 performance requirements."

3 Section 2. G.S. 126-7(c)(4b) reads as rewritten:

4 "(4b) An employee whose performance is rated at or above level two of the
5 rating scale and who ~~has not received a suspension without pay or demotion~~
6 ~~that has not been resolved~~ is not involved in the final written stage of the
7 disciplinary procedure shall receive a cost-of-living increase. Other than
8 the Commission, no agency, department, or institution shall set limits or
9 initiate written disciplinary procedures for the purpose of precluding an
10 eligible employee from receiving a cost-of-living adjustment."

11 Section 3. This act is effective when it becomes law.