

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

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SENATE BILL 617*

Short Title: SPA COLA Changes.

(Public)

Sponsors: Senators Perdue; Albertson, Carter, Garrou, Gulley, Hagan, Harris, Hoyle, Kerr, Kinnaird, Lee, Lucas, Martin of Pitt, Martin of Guilford, Metcalf, Purcell, Warren, Weinstein, and Wellons.

Referred to: State and Local Government.

March 29, 1999

A BILL TO BE ENTITLED

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

1 (3) 'Performance bonus' means a salary increase that is awarded in a lump
2 sum to a State employee whose final annual performance appraisal
3 indicates job performance that exceeds management's expectations and
4 performance requirements."

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

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

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