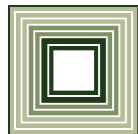


Salary Plans Overview

Assistant Clerks, Deputy Clerks,
Magistrates, and State Highway Patrol

November 21, 2013



FISCAL RESEARCH DIVISION
A Staff Agency of the North Carolina General Assembly

Salary Step Plan

- Periodic increases based on experience
- In addition to legislative salary increases
- Other “step” plans exist, including:
 - Teachers & Instructional Support
 - School-based Administrators

Asst. Court Clerks

§ 7A-102

- Increase provided annually on anniversary date based upon “satisfactory job performance”
- G.S. sets minimum and maximum pay:
 - Min: \$32,609 / Max: \$55,424
- AOC charged with developing plan
- Plan includes 15 steps
 - Average increase: 3.86%
 - Increases range from 3.48% to 4.68%
 - Final step is 1.94%

Deputy Court Clerks

§ 7A-102

- Increase provided annually on anniversary date based upon “satisfactory job performance”
- G.S. sets minimum and maximum pay:
 - Min: \$28,223 / Max: \$43,107
- AOC charged with developing plan
- Plan includes 13 steps
 - Average increase: 3.59%
 - Increases range from 3.55% to 3.98%
 - Final step is 1.83%

Magistrates

§ 7A-171.1

- Increase provided on anniversary date
- Statute lays out full- and part-time Magistrate pay plans
- Full-time pay plan:
 - Entry rate: \$33,025 / Max: \$55,901
 - Contains 6 steps above entry rate
 - 1 step increase every 2 years during years 1 - 6
 - 1 step increase every 4 years from year 7 - 18
 - No steps after 18 years of experience
 - Step increases ranges from 8.86% to 9.7%

Magistrates

§ 7A-171.1

- Part-time pay formula:

$$\text{Annual Pay} = \frac{(\text{Av. weekly hours})}{40} \times \text{Equivalent step annual salary}$$

- Legacy pay plan:
 - Currently all Magistrates hired prior to July 1, 1994 make at least the entry rate
 - Includes transitional legacy pay plans for Magistrates serving on June 30, 1994

State Highway Patrol

§ 7A-187.3

- 5% increase provided annually on July 1 until top of pay grade
 - Given to Troopers, Senior Troopers, Master Troopers only
- Troopers start at salary grade 66
 - Min: \$33,190 / Max: \$52,063
- Additional salary grades for senior, master, and supervisor level troopers
 - Requires promotion to these salary grades
 - Automatic step increase not provided above Master

General Assembly Actions

- “Frozen” starting in FY 2009-10
 - No experience-based steps provided
- Provided 1.2% across-the-board increase to all State employees in FY 2012-13, including those on statutory plans

Cost of “Step Increase”

	FY 2013-14*	FY 2014-15*
Asst. & Deputy Clerks	\$3,533,476	\$7,098,792
Magistrates	\$2,588,688	\$2,682,756
AOC Total	\$6,122,162	\$9,781,548
State Highway Patrol	\$1,153,145	\$2,518,145

** Estimated in Feb. 2013. Step increase effective July 1, 2013.*

Step Plan Studies

- 1993 Governmental Performance Audit Committee recommended repealing Highway Patrol plan and focusing on performance/ merit pay for all State employees.
- 2002 Final Report of the Governor's Commission to Promote Government Efficiency and Savings on State Spending recommended eliminating the statutory pay plans for deputy and assistant clerks, magistrates, and the Highway Patrol.
 - Concluded that this practice creates a disparity with other state employees that is not necessarily justified.

Other States

Are Asst. & Deputy Clerks and Magistrates State employees or state-funded employees?

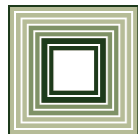
	Asst./ Dep. Clerks	Magistrates	Notes
GA	N	N	<ul style="list-style-type: none"> County Employees No State involvement in setting of pay State provides grants that can be used for Magistrate salaries
SC	N	N	<ul style="list-style-type: none"> County Employees No State involvement in pay
VA	Mix	Y	<ul style="list-style-type: none"> Magistrates -- Total salary flexibility, no grade, min, or max. State-funded Asst. & Deputy Clerks -- Traditional graded system

Questions?

David Vanderweide

David.Vanderweide@ncleg.net

919-733-4910



FISCAL RESEARCH DIVISION
A Staff Agency of the North Carolina General Assembly