



2021 Legislative Victories

A Big Win for SEANC!

- » **5% pay increase** over the biennium for most state employees (paid retroactively to July 1, 2021), including:
 - University and community college employees.
 - Non-certified public school employees.
- » **Minimum wage increase for non-certified school employees** to \$13 per hour in 2021 and \$15 per hour in 2022.
- » **5% one-time supplement over the biennium for retirees** (2% in 2021 and 3% in 2022).
- » **One time \$1,000 bonus** for all state employees and local education employees.
- » **Additional \$500 bonus** for:
 - Employees earning less than \$75,000.
 - All law enforcement officers.
 - Workers in the Department of Public Safety Correction and Juvenile Justice with job duties requiring frequent in-person contact.
 - Department of Health and Human Services workers in 24-hour residential or treatment facilities.
- » **The creation of a separate cabinet-level agency** for adult and community corrections.
- » **An experience-based step pay plan for correctional officers** that would result in an average raise of 7%.
- » **An experience-based pay plan for probation and parole officers** that would result in an average raise of 17%.
- » **\$5.2 million earmarked specifically to address wage compression issues** for Department of Public Safety employees not included in the new step pay plans.
- » **16.38% employer funding for retirement** and other related benefits in 2021 and 17.07% in 2022.
- » **Reimbursement of COVID related expenses** the State Health Plan incurred between March 2020 and March 2021.
- » **No State Health Plan premium increase** for the fourth consecutive year.

STATE EMPLOYEES ASSOCIATION OF NORTH CAROLINA

1621 Midtown Place • Raleigh, NC 27609 • 919-833-6436 • 800-222-2758 • www.seanc.org • Facebook SEANC.Local2008 • Twitter@seanc2008