



North Carolina Department of Public Safety

Human Resources

Pat McCrory, Governor
Frank L. Perry, Secretary

Gerald E. Hodnett, Acting Director
Human Resources

September 30, 2014

ADMINISTRATIVE MEMORANDUM: 10-2014

TO: DPS Leadership

FROM: Jerry Hodnett

RE: Salary Continuation Changes

The 2014 General Assembly has ratified and the Governor has signed Senate Bill 744, which amended G.S. 143-166.14 regarding Salary Continuation. The amendment is effective October 1, 2014, and provides that covered employees (i.e. sworn and/or certified employees and others as defined in the statute) *only be granted salary continuation if injured or incapacitated as the result of the heightened risk and special hazards posed by their official duties.*

This amendment significantly changes the eligibility for Salary Continuation. The determination for Salary Continuation will be made on a case by case basis. Each incident will be evaluated to determine employee's eligibility for Salary Continuation (100%) for up to two years or for standard workers compensation benefits (66 2/3%). Additional information will be forthcoming from the Human Resources office to ensure necessary information is obtained at the time of each incident to make the appropriate determination of benefits due under workers' compensation.

Please ensure that employees and staff are made aware of this amendment to Salary Continuation Law. Coverage under the statute is no longer solely based upon the employee's position classification and/or definition of covered individuals but in addition, adds the component of the nature of the incident. Designated staff should continue to submit workers compensation leave requests to the Human Resources' workers compensation office for eligibility of appropriate benefits.

If you have any questions, please contact the Workers Compensation office at 919-716-3800.

JH:mks

Cc: Secretary Frank L. Perry
Chief Operating Officer Lorrie L. Dollar
Commissioner W. David Guice
Commissioner Gregory K. Baker
Commissioner William A. Crews
Ms. Tammy Penny
Ms. Tracy Ashworth

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