



# HOUSE BILL 42: Back the Blue Pay Act.

**This Bill Analysis  
reflects the contents  
of the bill as it was  
presented in  
committee.**

2025-2026 General Assembly

**Committee:** Senate Appropriations/Base Budget  
**Analysis of:** PCS to Second Edition  
H42-CSLUap-8

**Date:** September 21, 2025  
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Committee Staff\*

**OVERVIEW:** *The Proposed Committee Substitute (PCS) of House Bill 42 (1) awards legislatively mandated annual salary increases to State law enforcement and correctional officers and State Bureau of Investigation administrative employees and grants bonuses to State and local law enforcement officers; (2) authorizes recruitment and retention bonuses for members of the North Carolina National Guard; (3) enhances benefits under the North Carolina Firefighters and Rescue Squad Workers' Pension Fund; (4) increases benefits payable under the North Carolina National Guard Pension Fund; and (5) increases the amount awarded for line of duty deaths under the Public Safety Employees' Death Benefits Act.*

**BILL ANALYSIS:** The PCS does the following:

**Sections 1.1-1.2 and 2.1-2.4** appropriate funds to increase State LEO annual salaries by 6.5%.

**Section 2.5** appropriates funds to increase SBI non-sworn staff annual salaries by 5.75%.

**Sections 3.1 and 4.1** provide \$1,500 bonuses to State and local government LEOs.

**Section 4.2** authorizes bonuses for referring enlistments and extending enlistment for members of the North Carolina National Guard.

**Section 5.1** increases the monthly pension benefit under the North Carolina Firefighters and Rescue Squad Workers' Pension Fund (FRSWPF) from \$175.00 to \$180.00, effective January 1, 2026, and makes a variety of technical changes to modernize and improve the functionality the FRSWPF statutes.

**Section 5.2** increases the monthly pension benefit under the North Carolina National Guard Pension Fund (NGPF) from the range of \$105.00 - \$210 to a range of \$108.00 - \$216.00, effective January 1, 2026.

**Section 5.3** increases the amount awarded under the Public Safety Employees' Death Benefits Act to a covered person who is killed in the line of duty from \$100,000 to \$150,000. Additionally, the amount awarded when a covered person is murdered in the line of duty is increased from \$100,000 to \$150,000.

**Sections 6.1 through 6.3** reflect boilerplate provisions regarding use of the funds, applicability of the State Budget Act, and severability.

**EFFECTIVE DATE:** : Except as otherwise provided, makes the PCS for HB 42 effective July 1, 2025.

*\*Staff Attorneys with the Legislative Drafting Division substantially contributed to this summary.*

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