

SEPTEMBER 1, 2025



2025 PAID PARENTAL LEAVE REPORT

Report to the Governor's Office on Providing Paid Parental Leave
to Eligible State Employees July 1, 2024 - June 30, 2025

Staci Meyer | State Human Resources Director

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EXECUTIVE SUMMARY AND INTRODUCTION

Pursuant to Section 4 of the [Paid Parental Leave Policy](#) established by the State Human Resources Commission, the North Carolina Office of State Human Resources (OSHR) makes this annual report to the Office of the Governor on usage of Paid Parental Leave.

LAW ON PAID PARENTAL LEAVE

Session Law 2023-14 provides Paid Parental Leave for state employees effective July 1, 2023. The law, which established section 126-8.6 of the North Carolina General Statutes, continues to provide Paid Parental Leave to eligible state employees using the same framework as Executive Order 95, signed by Governor Roy Cooper on May 23, 2019.

STRUCTURE OF PAID PARENTAL LEAVE

The law provides eight weeks of Paid Parental Leave to eligible state employees who have given birth to a child and four weeks of Paid Parental Leave to eligible state employees who are non-birthing parents which includes adoption, foster care, or another legal placement.¹ While on Paid Parental Leave employees receive 100% of their straight time pay. Paid Parental Leave runs concurrently with Family and Medical Leave (FML), which provides eligible employees with up to 12 weeks of unpaid, job-protected leave per year. Paid Parental Leave is prorated for part-time employees.

For purposes of the Paid Parental Leave law and policy, employment is aggregated between North Carolina state agencies, universities, community colleges, and public-school units. An employee could qualify if the employee worked for one of these participating employers without a break in service within the immediate 12 months preceding a qualifying event. Employees have the option to take Paid Parental Leave in one continuous period or to use Paid Parental Leave intermittently. Employees are granted 12 months after the date of eligibility to use Paid Parental Leave.

USE OF PAID PARENTAL LEAVE

Paid Parental Leave utilization decreased slightly from 2,084 employees in Fiscal Year (FY) 2023-24 to 2,066 employees in FY 2024-25. Each person using Paid Parental Leave took an average of 4.7 weeks of leave. Usage among male employees continues to outpace that of female employees, with 11.4% more males using Paid Parental Leave in FY 2024-25. The tables following this executive summary provide further statistics about the use of Paid Parental Leave in the 2024-25 fiscal year.

¹ Paid Parental Leave is structured as (1) four weeks for recuperation and recovery, which is available only to eligible employees who gave birth, and (2) four weeks for parental bonding, which is available to both eligible employees who gave birth and eligible employees who did not give birth. Through this structure, employees who gave birth receive eight weeks of Paid Parental Leave, while employees who did not give birth receive four weeks.

As of June 30, 2025, a total of 11,741 eligible employees have used Paid Parental Leave since the benefit became available on September 1, 2019. The total salary paid to employees taking Paid Parental Leave since September 2019 is \$66,357,333.89.

Paid Parental Leave is utilized across all ages, ranging from 19 to 69 years. Employees in the 30-39 age range continue to have the highest utilization of Paid Parental Leave.

PROGRAM COMPARISONS

On August 6, 2025, OSHR surveyed the National Compensation Association of State Governments (NCASG) to measure the competitiveness of North Carolina's state government's Paid Parental Leave program. The results reveal that out of 25 states that completed the survey, 17 offer Paid Parental Leave in some capacity. Of the states that offer Paid Parental Leave, the average leave benefit is 8.66 weeks for birth parents and 8 weeks for non-birth parents. This is greater than North Carolina's benefit program, which is 8 weeks for birth parents and 4 weeks for non-birth parents.

WHY PAID PARENTAL LEAVE MATTERS

Paid Parental Leave is a vital benefit that is leveraged in recruitment initiatives and used to retain state employees who provide essential programs and services to the people of North Carolina.

According to the 2025 [U.S. Leave Management and HR Trend Report](#) produced by NFP, an AON company, the amount of parental leave that a company offers to new parents reflects a positive shift in how employers view new parents – treating birth, adoptive and foster parents with similar consideration. The report also indicates a trend of employers offering a range of three to six weeks of parental leave for bonding and adjustments, acknowledging that the bonding period is crucial for all new parent-child relationships. The State of North Carolina is in alignment with the trend by offering four weeks to eligible non-birth parents (with all four weeks for bonding) and eight weeks to birth parents (in which four of the weeks are for bonding).



Tables 1 and 2: List of State Agencies Included in this Report

Cabinet Agencies	
Department of Administration	Department of Adult Correction
Department of Commerce	Department of Environmental Quality
Department of Health and Human Services	Department of Information Technology
Department of Military and Veterans Affairs	Department of Natural and Cultural Resources
Department of Public Safety	Department of Revenue
Department of Transportation	Office of State Budget and Management
Office of State Human Resources	Office of the Governor
State Bureau of Investigation	

Non-Cabinet Agencies	
Cosmetic Arts	Community College System
Department of Agriculture and Consumer Services	Department of Insurance
Department of Justice	Department of State Treasurer
Department of Labor	Department of Public Instruction
North Carolina Education Lottery*	Office of Administrative Hearings
Office of the State Controller	Office of the Commissioner of Banks
Psychology Board	Secretary of State
State Auditor	State Board of Elections
Wildlife Resources Commission	

*The N.C. Education Lottery, an independent part of state government, also offers Paid Parental Leave to eligible employees.

Table 3: List of Universities Included in this Report

Universities	
Appalachian State University	East Carolina University
Elizabeth City State University	Fayetteville State University
North Carolina Agricultural and Technical State University	North Carolina Central University
North Carolina School of Science and Math	North Carolina State University
University of North Carolina Asheville	University of North Carolina at Chapel Hill
University of North Carolina at Charlotte	University of North Carolina Greensboro
University of North Carolina at Pembroke	University of North Carolina School of the Arts
University of North Carolina System Office	University of North Carolina Wilmington
Western Carolina University	Winston Salem State University

REPORTING RESPONSIBILITY

The Paid Parental Leave Policy requires OSHR to report implementation and usage of Paid Parental Leave to the Office of the Governor by September 1 of each year. The reporting period for this report is July 1, 2024, to June 30, 2025.

The previous year's report can be found on the OSHR's website by clicking [here](#).

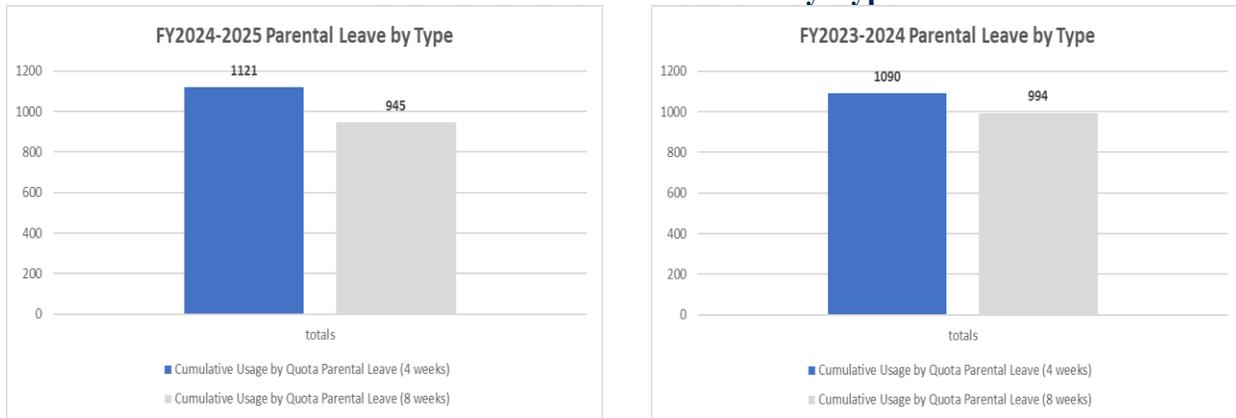
CONCLUSION

Since the inception of the Paid Parental Leave Program, more than 11,700 state employees have used the leave benefit. OSHR and state agencies continue to communicate and share information on the benefits of the program. Offering Paid Parental Leave helps state agencies compete for talent, as this signals a family-friendly culture that values work-life balance and helps the State of North Carolina remain competitive.

Data and metrics for the Paid Parental Leave Program can be found on the following pages.

DATA AND METRICS

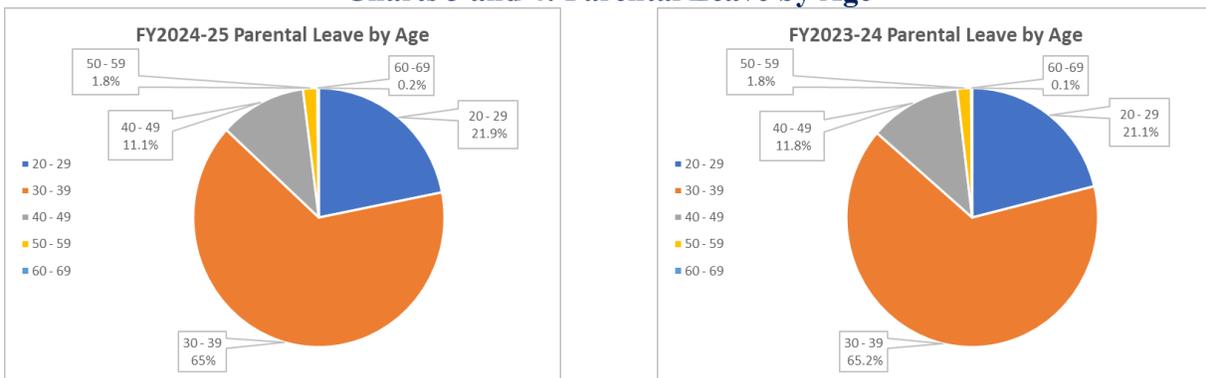
Charts 1 and 2: Parental Leave by Type



The data and metrics listed below summarize Paid Parental Leave by usage by employees in state agencies and universities. All data for FY 2024-25 is presented in tables, along with comparisons to FY 2023-24 represented in charts and graphs.

All references to cost in the tables below list the salary of employees while they are on Paid Parental Leave. Note that Paid Parental Leave would not produce any additional cost to the state unless the employer hires another employee to temporarily backfill the duties of the employee who is out on leave.

Charts 3 and 4: Parental Leave by Age



PAID PARENTAL LEAVE UTILIZATION BY AGENCY

Table 4: Employee Usage by Agency

Agency	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
Community Colleges System	4	1	5
Cosmetic Arts	0	0	0
Dept of Administration	2	2	4
Dept of Adult Correction	182	105	287
Dept of Agriculture and Consumer Services	33	10	43
Dept of Commerce	3	0	3
Dept of Environmental Quality	22	10	32
Dept of Health and Human Services	76	137	213
Dept of Information Technology	11	3	14
Dept of Insurance	6	2	8
Dept of Justice	5	19	24
Dept of Labor	4	2	6
Dept of Military & Veterans Affairs	1	0	1
Dept of Public Instruction	5	12	17
Dept of Public Safety	183	23	206
Dept of Revenue	7	20	27
Dept of State Treasurer	8	4	12
Dept of Transportation	232	25	257
Education Lottery	0	2	2
Natural and Cultural Resources	26	21	47
Office of Administrative Hearings	1	0	1
Office of State Budget & Management	1	5	6
Office of State Human Resources	1	1	2
Office of the Commissioner of Banks	1	0	1
Office of the Governor	0	3	3
Office of the State Controller	1	3	4
Psychology Board	0	0	0
Secretary of State	0	1	1
State Auditor	2	1	3
State Board of Elections	0	0	0
State Bureau of Investigation	19	10	29
Wildlife Resources Commission	22	8	30
Totals	858	430	1288

Table 5: Agency Totals by Gender

Gender	Number of Employees	Salary Cost
Female	471	\$3,794,254.09
Male	817	\$3,273,617.99
Totals	1288	\$7,067,872.08

Table 6: Agency Average Salary Cost Per Employee

Number of Employees	Total Cost	Average Cost
1288	\$7,067,872.08	\$5,487.48

Table 7: Total Hours Used by Agency

Agency	Total Hours Used	Salary Cost
Community Colleges System	853.00	\$44,362.89
Cosmetic Arts	0.00	\$0.00
Dept of Administration	960.00	\$28,660.80
Dept of Adult Correction	53,985.50	\$1,434,135.85
Dept of Agriculture Consumer Services	6,863.25	\$180,827.71
Dept of Commerce	348.50	\$10,212.03
Dept of Environmental Quality	5,486.00	\$179,721.61
Dept of Health Human Services	47,528.66	\$1,400,719.34
Dept of Information Technology	2,187.00	\$98,323.25
Dept of Insurance	1,399.00	\$53,042.60
Dept of Justice	5,408.25	\$221,582.48
Dept of Labor	1,216.00	\$52,140.16
Dept of Military & Veterans Affairs	160.00	\$3,678.40
Dept of Public Instruction	4,256.00	\$141,422.48
Dept of Public Safety	27,764.11	\$944,307.14
Dept of Revenue	6,961.75	\$196,633.46
Dept of State Treasurer	2,190.75	\$94,748.07
Dept of Transportation	35,497.20	\$1,243,428.20
Education Lottery	640.00	\$33,382.40
Natural and Cultural Resources	9,261.25	\$228,534.72
Office of Administrative Hearing	160.00	\$7,780.80
Office of State Budget & Management	1,208.00	\$47,823.84
Office of State Human Resources	398.50	\$14,761.54
Office of the Commissioner of Banks	160.00	\$9,163.20
Office of the Governor	425.50	\$21,601.37
Office of the State Controller	880.00	\$31,940.40
Psychology Board	0.00	\$0.00
Secretary of State	280.00	\$5,644.80
State Auditor	552.00	\$26,134.96

State Board of Elections	0.00	\$0.00
State Bureau of Investigation	4,442.50	\$150,620.04
Wildlife Resources Commission	5,193.50	\$162,537.56
Totals	226,666.22	\$7,067,872.08

Table 8: Agency Totals by Age

Age	Count by Age	Salary Cost
19 - 29	302	\$1,399,709.78
30 - 39	804	\$4,650,815.22
40 - 49	148	\$892,156.41
50 - 59	31	\$116,692.29
60 - 69	3	\$8,498.38
Totals	1288	\$7,067,872.08

Table 9: Agency Employee Usage by Ethnicity

Agency	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
American Indian or Alaskan Native	17	6	23
Asian	13	10	23
Black or African American	132	134	266
Hispanic or Latino	26	23	49
Native Hawaiian or Pacific Islander	0	0	0
Not Specified	2	2	4
Two or More Races	12	9	21
White	656	246	902
Totals	858	430	1288

PAID PARENTAL LEAVE UTILIZATION BY UNIVERSITY

Table 10: Employee Usage by University

University	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
Appalachian State University	15	18	33
East Carolina University	30	41	71
Elizabeth City State University	0	2	2
Fayetteville State University	8	8	16
North Carolina Agricultural and Technical State University	4	10	14
North Carolina Central University	3	7	10
North Carolina School of Science and Math	4	5	9
North Carolina State University	1	185	186
UNC Chapel Hill	98	137	235
UNC Charlotte	24	23	47
UNC Greensboro	10	13	23
UNC School of the Arts	6	6	12
UNC System Office	6	9	15
UNC Wilmington	19	20	39
UNC at Asheville	6	5	11
UNC at Pembroke	5	8	13
Western Carolina University	20	13	33
Winston-Salem State University	4	5	9
Totals	263	515	778

Table 11: University Totals by Gender

Gender	Number of Employees	Salary Cost
Female	503	\$4,392,579.38
Male	275	\$1,367,518.77
Totals	778	\$5,760,098.15

Table 12: University Average Salary Cost Per Employee

Number of Employees	Total Cost	Average Cost
778	\$5,760,098.15	\$7,403.73

Table 13: Total Hours Used by University

University	Total Hours Used	Salary Cost
Appalachian State University	7,784.00	\$240,450.48
East Carolina University	13,985.05	\$380,451.27
Elizabeth City State University	272.00	\$6,656.53
Fayetteville State University	3,424.00	\$91,105.30
North Carolina Agricultural and Technical State University	3,087.00	\$90,569.60
North Carolina Central University	2,600.00	\$89,382.70
North Carolina School of Science and Math	2,152.00	\$59,119.12
North Carolina State University	41,296.00	\$1,433,741.12
UNC Chapel Hill	50,777.80	\$2,035,073.11
UNC Charlotte	10,048.00	\$322,703.46
UNC Greensboro	4,252.00	\$123,998.20
UNC School of the Arts	2,749.33	\$65,965.46
UNC System Office	3,166.00	\$134,621.22
UNC Wilmington	8,007.00	\$269,302.86
University of North Carolina at Asheville	2,248.00	\$73,419.04
University of North Carolina at Pembroke	3,112.00	\$82,072.96
Western Carolina University	6,400.00	\$184,736.97
Winston-Salem State University	1,696.00	\$76,728.76
Totals	167,056.18	\$5,760,098.15

Table 14: University Totals by Age

Age	Counts by Age	Salary Cost
20 - 29	150	\$878,806.01
30 - 39	538	\$4,225,912.47
40 - 49	82	\$634,308.20
50 - 59	7	\$19,643.70
60 - 69	1	\$1,427.76
Totals	778	\$5,760,098.15

Table 15: University Employee Usage by Ethnicity

Ethnicity	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
American Indian or Alaskan Native	6	6	12
Asian	8	23	31
Black or African American	30	76	106
Hispanic or Latino	7	21	28
Native Hawaiian or Pacific Islander	0	0	0
Not Specified	48	70	118
Two or More Races	4	10	14
White	160	309	469
Totals	263	515	778

CUMULATIVE PAID PARENTAL LEAVE UTILIZATION (AGENCY AND UNIVERSITY, FY 2024-2025)

Table 16: Cumulative Usage by Quota

Agency/University	Parental Leave (4 Weeks)	Parental Leave (8 Weeks)	Total
Agency	858	430	1288
University	263	515	778
Totals	1121	945	2066

Table 17: Cumulative Total by Gender

Gender	Number of Employees	Salary Cost
Female	974	\$8,186,833.47
Male	1092	\$4,641,136.76
Totals	2066	\$12,827,970.23

Table 18: Cumulative Salary Cost Per Employee

Number of Employees	Salary Cost	Average Salary Cost
2066	\$12,827,970.23	\$6,209.09

Table 19: Cumulative Usage by Quota

Agency/University	Total Hours Used	Salary Cost
Agency	226,666.22	\$7,067,872.08
University	167,056.18	\$5,760,098.15
Totals	393,722.40	\$12,827,970.23

Table 20: Cumulative Totals by Age

Age	Count by Age	Salary Cost
20 - 29	452	\$2,278,515.80
30 - 39	1342	\$8,876,727.70
40 - 49	230	\$1,526,464.61
50 - 59	38	\$136,335.99
60 - 69	4	\$9,926.14
Totals	2066	\$12,827,970.23

Table 21: Cumulative Ethnicity by Age

Ethnicity	Ethnicity by Age					Number of Employees
	20 - 29	30 - 39	40 - 49	50 - 59	60 - 69	
American Indian or Alaskan Native	11	16	7	1	0	35
Asian	2	43	8	1	0	54
Black or African American	73	217	66	14	2	372
Hispanic or Latino	16	52	8	1	0	77
Not Specified	34	79	8	0	1	122
Two or More Races	7	24	4	0	0	35
White	309	911	129	21	1	1371
Totals	452	1342	230	38	4	2066

CUMULATIVE STATISTICS OVER THE PROGRAM'S FIRST SIX YEARS

Table 22: Cumulative Statistics Over the Program's First Six Years

Time period covered in report	9/1/19-6/30/20	7/1/20-6/30/21	7/1/21-6/30/22	7/1/22-6/30/23	7/1/23-6/30/24	7/1/24-6/30/25	9/1/19-6/30/25
Report year	2020	2021	2022	2023	2024	2025	Total
Number of employees using leave:							
Employees who used paid parental leave (executive branch state agencies only)	1,006	1,154	1,247	1,264	1,284	1,288	7,243
Employees who used paid parental leave (executive branch state agency and university employees)	1,614	2,002	2,004	1,971	2,084	2,066	11,741

Chart 5: Employees Who Used Paid Parental Leave, 2019-2025

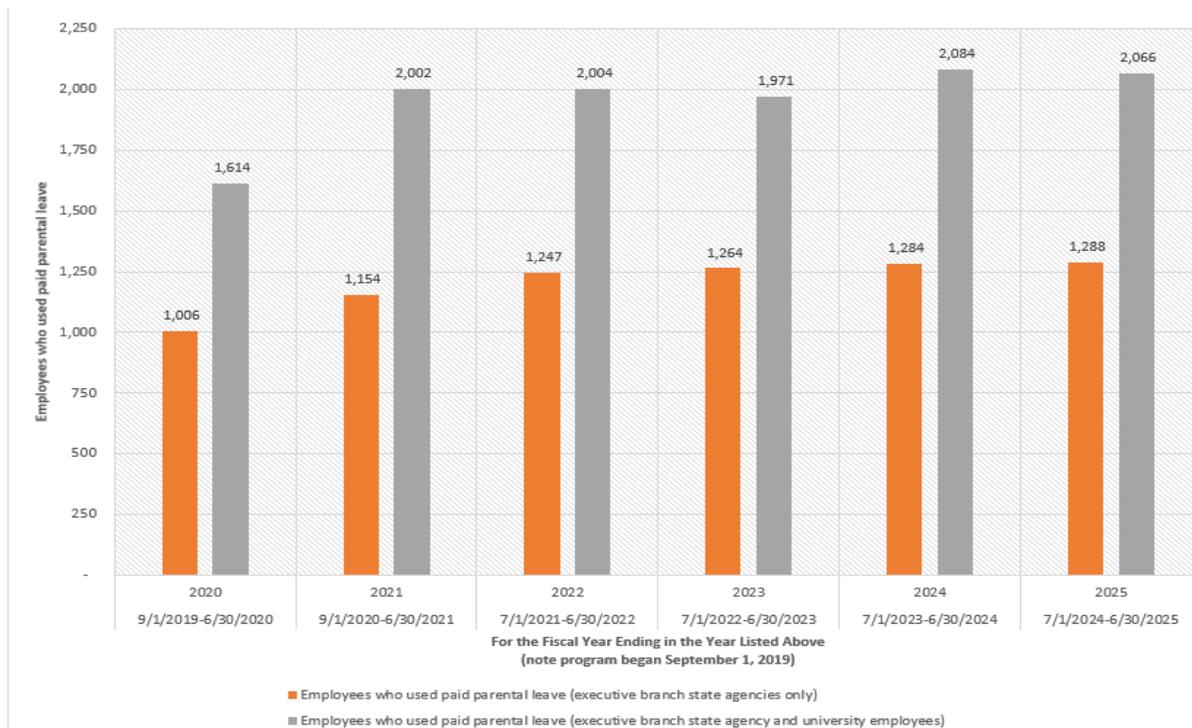


Chart 6: Comparison of Female and Male Employees Taking Paid Parental Leave, 2019-2025

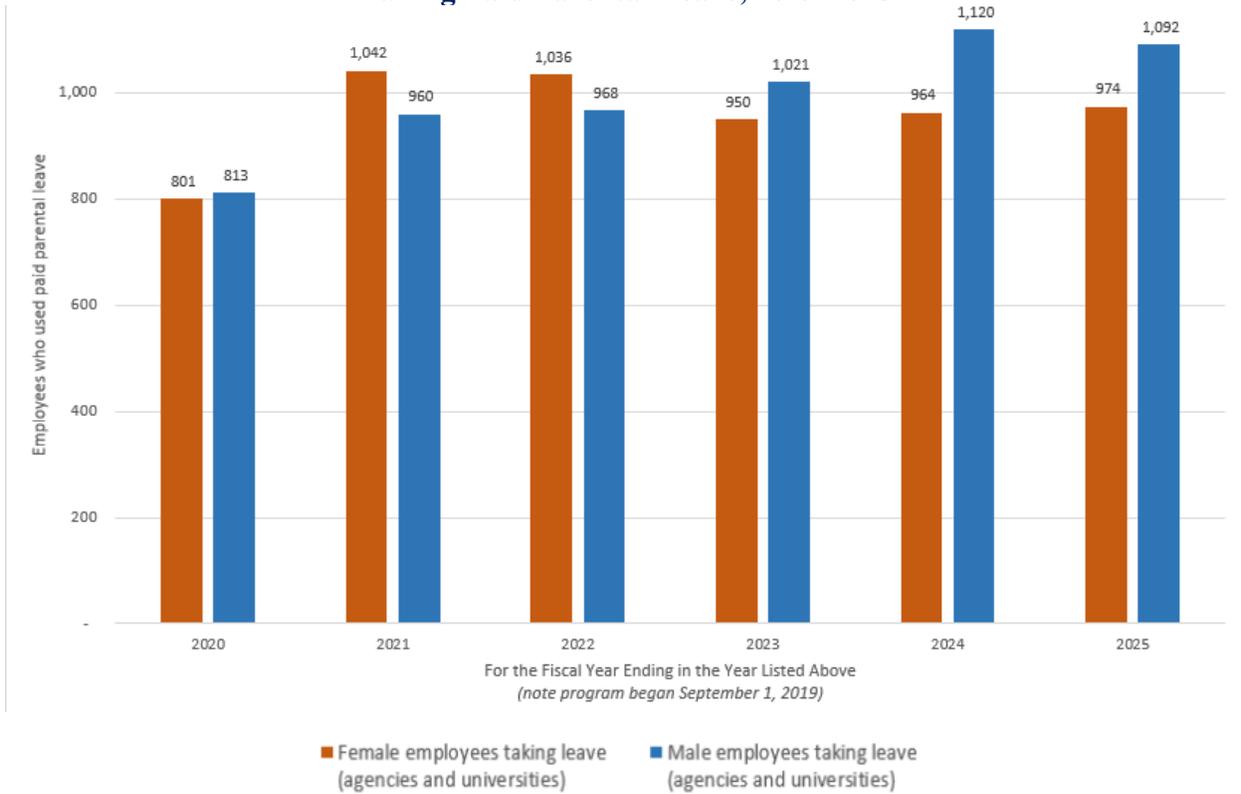


Chart 7: Number of Employees Using Paid Parental Leave and Total Months of Paid Parental Leave Used, 2019-2025

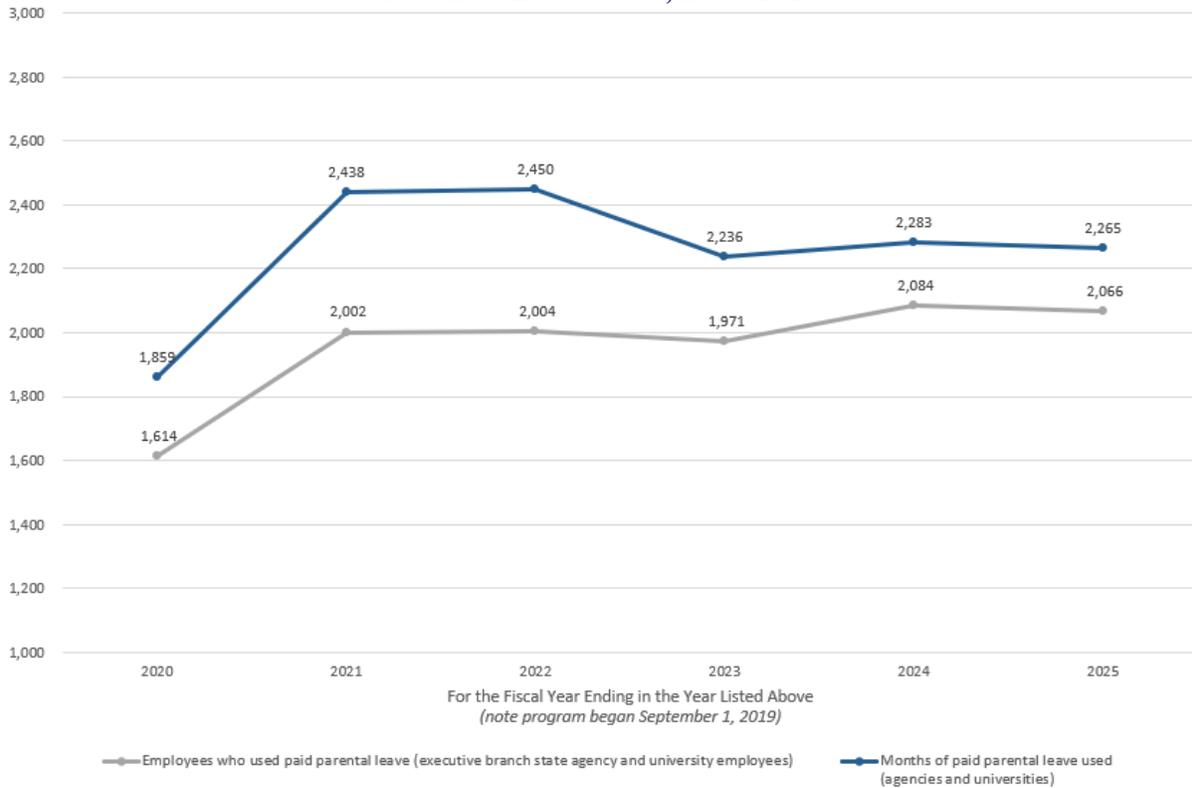


Chart 8: Comparison by Race/Ethnicity of Employees Taking Paid Parental Leave, 2019-2025

