

County Salaries

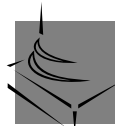
in

North Carolina

2003

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INSTITUTE *of* GOVERNMENT
The University of North Carolina at Chapel Hill

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Introduction

Since 1950 the Institute of Government has published information on salaries and working conditions in North Carolina counties to meet the needs of elected and appointed officials in reviewing current personnel practices. This year a number of new categories have been added, based on information gathered in a series of focus groups conducted by the MAPS Group. Ninety-seven North Carolina counties participated in this year's survey of ninety-five appointed classes or positions and four elected positions.

This report contains salary and wage profiles by position and information about fringe benefits that participating counties are offering for the 2002–2003 fiscal year. The job titles that the counties used to provide the salary and compensation data are included. Salary amounts have been rounded to the nearest dollar except for hourly salaries. Salaries, travel allowances, and employee benefits are expressed in annual amounts unless otherwise noted.

Estimated county population projections for 2002 and assessed property valuations for each county for fiscal year 2002–2003 are presented on the North Carolina state map on page 1 and in Table 1 on page 2. Both population estimates and property valuations are based on estimates provided by the individual counties. For this reason, information presented here may vary from projections available from other sources.

All counties responding to the survey participate in the North Carolina Local Government Employees' Retirement System (NCLGERS), and all but three of these counties provide the death benefit option.

Twenty-seven counties awarded performance pay increases for 2002–2003. The percentage of employees who received performance increases ranged from a low of 2.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 54.9 percent (down from 64.9 percent the previous year) for those counties providing any such increase.

Fifty-one counties (down from sixty-five the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLA ranged from a low of 1.0 percent to a high of 5.0 percent. The average COLA was 2.2 percent (down from 2.9 percent last year). Fifteen counties reported awarding their employees both a COLA and a performance pay increase. While not addressed in a survey question, a substantial number of participants noted that they had not approved any general salary increases this year but may review that decision later in the year depending on actions taken regarding reimbursements from the state.

The Institute of Government is grateful for the cooperation of the county officials who reported information for this publication. We also thank Larry Kerr and the MAPS Group whose work makes this compilation possible.

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