

TABLE XXXVIII. 401k PLAN, POSITION CLASSIFICATION, AND PAY SYSTEM

January 2004

County	401k Plan		Classification		Pay System				Performance Appraisal System	% Employees Receiving Merit Increases	FY 2002-03 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Alamance	yes	2.00%	yes	2002	yes	2002	no	no data	yes	no data	no data
Alexander											
Alleghany	no	n/a	yes	2003	yes	2003	no	0.00%	no	0.00%	1.88%
Anson	yes	2.00%	yes	1988	yes	no data	yes	no data	no	n/a	2.00%
Ashe	yes	2.00%	yes	1994	yes	1994	no	no data	no	no data	6.00%
Avery	yes	5.00%	yes	2001	yes	2001	no	no data	no	no data	no data
Beaufort	yes	5.00%	yes	2000	yes	2002	no	no data	no	0.00%	1.50%
Bertie	yes	no	yes	no data	yes	no data	no	no data	no	no data	2.00%
Bladen	yes	no	yes	1997	yes	2000	no	n/a	yes	0.00%	3.00%
Brunswick	yes	5.00%	yes	1998	yes	2003	no	0.00%	yes	47.00%	2.50%
Buncombe	yes	5.00%	yes	1995	yes	2003	no	to 4.50%	no	n/a	3.00%
Burke	yes	2.00%	yes	2000	yes	2000	yes	no data	no	n/a	1.00%
Cabarrus	yes	5.00%	yes	2002	yes	2002	no	no data	yes	76.00%	2.00%
Caldwell	yes	no	yes	2001	yes	2001	yes	no data	yes	0.00%	3.00%
Camden	yes	no	yes	2003	yes	2003	no	5.00%	yes	0	2.00%
Carteret	yes	5.00%	yes	1996	yes	2003	no	no data	yes	0.00%	1.50%
Caswell	no	n/a	yes	1998	yes	1998	no	no data	no	n/a	2.00%
Catawba	yes	no	yes	1999	yes	2001	yes	varies	yes	60.00%	2.00%
Chatham	yes	4.50%	yes	2002	yes	2003	no	0.00%	yes	4.30%	0.00%
Cherokee	yes	no	yes	2002	yes	2002	no	no data	yes	0.00%	\$1,100/emp ¹
Chowan	yes	no	yes	no data	yes	2003	no	no data	no	n/a	0.00%
Clay	yes	5.00%	no	n/a	yes	2003	no	no data	no	n/a	4.00%
Cleveland	yes	5.00%	yes	1999	yes	2001	yes	no data	yes	no data	2.00%
Columbus	yes	no	yes	1993	yes	1996	no	no data	no	n/a	2.50%
Craven	yes	3.00%	yes	2002	yes	2002	no	no data	yes	28.00%	3.00%
Cumberland	yes	no	yes	2003	yes	2003	yes	no	yes	0.00%	3.50%
Currituck	yes	4.86%	yes	1997	yes	2002	no	2.50%	yes	0.00%	3.00%
Dare	yes	3.00%	yes	2000	yes	2003	no	5.00%	yes	25.00%	1.00%
Davidson	yes	no	yes	1998	yes	1999	no	0.00%	yes	no data	0.00%
Davie											
Duplin	yes	5.00%	yes	2003	yes	2003	no	no data	yes	n/a	2.00%
Durham	yes	5.00%	yes	2001	yes	2001	no	yes	yes	no data	0.00%
Edgecombe	yes	1.00%	yes	2003	yes	2003	no	no data	yes	100.00%	2.50%
Forsyth	yes	no	yes	2003	yes	2003	yes	n/a	yes	no data	2.00%
Franklin	yes	4.00%	yes	2003	yes	2003	no	2.50%	yes	0.00%	1.50%
Gaston	yes	no	yes	1994	yes	2003	no	no data	yes	99.00%	0.00%
Gates	yes	5.00%	yes	1982	yes	2001	no	no data	no	n/a	2.50%
Graham	no	n/a	yes	no data	yes	no data	no	no data	no	n/a	no data
Granville											
Greene	yes	no	yes	1995	yes	1995	no	no data	no	n/a	2.50%
Guilford	yes	5.00%	yes	no data	yes	no data	yes	no data	yes	no data	no data
Halifax	yes	no	yes	on-going	yes	2003	yes	0.00%	yes	98.00%	0.00%
Harnett	yes	2.00%	yes	2003	yes	2003	yes	no data	yes	0.00%	5.00%
Haywood	no	5.00%	yes	no data	yes	1999	no data	no data	yes	72.00%	0.00%
Henderson	yes	2.00%	yes	2000	yes	2000	no	no data	yes	2.00%	0.00%
Hertford	yes	no data	yes	1996	yes	1996	no	no data	no	n/a	5.00%
Hoke	no	no	yes	2001	yes	2001	no	no data	yes	2.50%	0.00%
Hyde											
Iredell	yes	5.00%	yes	1993	yes	2003	no	no data	yes	75.00%	1.50%
Jackson	yes	no	yes	2003	yes	2003	no	no data	no	n/a	3.00%
Johnston	yes	5.00%	yes	1998	yes	2003	yes	5.00%	yes	0.00%	2.50%
Jones	yes	no	yes	2003	yes	2003	no	0.00%	yes	0.00%	2.00%
Lee	yes	5.00%	yes	2001	yes	2003	yes	no data	yes	0.00%	3.00%
Lenoir	yes	5.00%	yes	2003	yes	2003	no	no data	no	n/a	3.00%
Lincoln	yes	no	yes	no data	yes	no data	no	no data	yes	0.00%	2.50%
McDowell	yes	\$20.70/payday	yes	2002	yes	2002	no	0.00%	no	n/a	5.00%
Macon	yes	no	yes	2002	yes	2002	yes	no data	yes	30.00%	2.50%
Madison											
Martin	yes	no	yes	1999	yes	1999	no	no data	no	n/a	0.00%
Mecklenburg	yes	3.00%	yes	1999	yes	2000	yes	no data	yes	3.00%	0.00%
Mitchell	no	n/a	yes	2000	yes	2000	no	no data	no	0.00%	0.00%
Montgomery	yes	5.00%	yes	2001	yes	2001	no	2.50%	no	0.00%	\$600 flat amount
Moore	yes	2.60%	yes	2003	yes	2003	no	0-5%	no	n/a	2.50%
Nash	yes	5.00%	yes	2001	yes	2002	no	no data	yes	0.00%	2.50%
New Hanover	yes	no	yes	2003	yes	2003	yes	0.00%	yes	0.00%	3.00%
Northampton	yes	5.00%	yes	2003	yes	2003	no	no data	yes	no data	2.00%

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Onslow	yes	1.00%	yes	1996	yes	2003	no	no data	yes	no data	no data
Orange	yes	\$20 per pay period	yes	2003	yes	2003	yes	0.00%	yes	0.00%	0.00%
Pamlico	yes	3.00%	yes	1994	yes	2002	no	6.00%	no	n/a	2.0% + \$500
Pasquotank	yes	no	yes	2003	yes	2003	no	4.50%	yes	0.00%	2.50%
Pender	yes	no	yes	2003	yes	2003	no	no data	yes	0.00%	3.00%
Perquimans	yes	no	yes	1981	yes	1999	no	5.00%	yes	0.00%	0.00%
Person	yes	4.00%	yes	no data	yes	no data	no	1-2 steps	no	0.00%	1.50%
Pitt	yes	4.90%	yes	2000	yes	2000	no	no data	yes	no data	1.60%
Polk	yes	no	yes	2004	yes	2004	no	5.00%	yes	0.98%	0.00%
Randolph	yes	no	yes	2003	yes	2003	yes	no data	yes	0.00%	4.00%
Richmond	yes	3.00%	yes	2003	yes	2003	no	no data	no	0.00%	4.00%
Robeson	yes	4.00%	yes	1995	no	n/a	no	no data	no	n/a	3.00% or \$1000
Rockingham	yes	no	yes	2003	yes	2003	no	0.00%	yes	75.00%	0.00%
Rowan	yes	3.00%	yes	2003	yes	2003	yes	2.00%	yes	78.00%	2.40%
Rutherford	yes	4.00%	yes	1999	yes	2001	no	no data	yes	0.00%	2.50%
Sampson	yes	2.53%	yes	2003	yes	2003	no	4.00%	yes	0.00%	0.00%
Scotland	yes	3.75%	yes	2002	yes	2002	no	2.50%	yes	17.00%	3.00%
Stanly	yes	no	yes	2001	yes	2001	no	5.00%	no	n/a	1.60%
Stokes	yes	1.00%	yes	2000	yes	2000	no	2.00%	no	n/a	0.00%
Surry	yes	no	yes	2003	yes	2001	no	no data	yes	30.00%	0.00%
Swain	yes	no	yes	2001	yes	2003	no	one step	yes	0.00%	2.00%
Transylvania	yes	no	yes	1998	yes	1998	no	no data	yes	97.00%	2.00%
Tyrrell	yes	no	no	n/a	no	n/a	no	no data	no	n/a	2.00%
Union	yes	5.00%	yes	2002	yes	2003	yes	no data	yes	68.00%	3.00%
Vance	yes	no	yes	2002	yes	2002	no	no data	yes	95.00%	0.00%
Wake	yes	5.00%	yes	1996	yes	1996	yes	no data	yes	no data	no data
Warren	no	n/a	yes	2002	yes	2002	no	0.00%	yes	97.00%	0.00%
Washington	yes	3.00%	yes	1998	yes	2001	no	no data	no	n/a	2.00%
Watauga	yes	4.00%	yes	2003	no	n/a	no	no data	yes	98.00%	2.00%
Wayne	yes	no	yes	2003	yes	2003	no	no data	yes	0.00%	2.50%
Wilkes	yes	5.00%	yes	2003	yes	2003	no	no data	no	n/a	3.00%
Wilson	yes	3.00%	yes	1996	yes	1996	no	0.00%	no	n/a	3.00%
Yadkin	yes	1.00%	yes	1996	yes	2001	no	no data	no	n/a	0.00%
Yancey	yes	no	yes	1999	yes	1999	no	no data	no	n/a	3.00%

1. \$1,100 per employee with >1 yr of service, 4.0% for those < 1 year service