

County Salaries

in

North Carolina

2004

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Based on data collected in the fall of 2003



UNC
SCHOOL OF GOVERNMENT

School of Government, UNC 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. 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 2003–2004 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 2003 and assessed property valuations for each county for fiscal year 2003–2004 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-five awarded performance pay increases for 2003–2004. 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 59.0 percent, up from 54.9 percent last year, for those counties providing any such increase.

Sixty-seven counties, up from fifty-one last 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 6.0 percent. The average COLA was 2.9 percent (up from 2.2 percent last year). Thirteen counties reported awarding their employees both a COLA and a performance pay increase. While not addressed in a survey question, several participants noted that they either planned to review salary increases (performance based or COLA) later in the year or were conducting classification and pay studies and would fund increases as necessary in that process.

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