

County Salaries

in

North Carolina

2005

Compiled by the MAPS Group for the Institute of Government

Based on data collected in the fall of 2004



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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-three 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 2004–2005 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 2004 and assessed property valuations for each county for fiscal year 2004–2005 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-six awarded performance pay increases for 2004–2005. 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 57.5 percent (down from 59.0 percent the previous year) for those counties providing any such increase.

Seventy-one counties (up from sixty-seven 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 2.6 percent (down from 2.9 percent last year). Eighteen 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 fully or partially implemented a recently conducting classification and pay study during the fiscal year. Because of this several indicated that their merit and/or COLA increases were eliminated or reduced this year.

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