

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-six 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 2005–2006 fiscal year. Data for mental health directors is not included because restructuring of mental health services has made that data difficult to obtain. A new column for the North Carolina Local Government Employees' Retirement System (NCLGERS) death benefit has been added to Table XXXVII. 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 2005 and assessed property valuations for each county for fiscal year 2005–2006 are presented on the North Carolina state map on page 1 and in Table I 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.

Twenty-nine awarded performance pay increases for 2005–2006. The percentage of employees who received performance increases ranged from a low of 1.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 49.6 percent (down from 57.5 percent the previous year) for those counties providing any such increase.

Seventy-five counties (up from seventy-one the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.1 percent to a high of 10.25 percent. The average COLA was 2.9 percent (up from 2.6 percent last year). Twenty-two counties reported awarding their employees both a COLA and a performance pay increase. While not addressed in a survey question, for the second year in a row, several participants noted that they either fully or partially implemented a recently conducted 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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