

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

January 2006

County	401k Plan		Classification		Pay System				Performance Appraisal System	% Employees Receiving Merit Increases	FY 2004–05 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	0.00%	no	n/a	3.00%
Alexander	yes	no	yes	2003	yes	2003	no	2.50%	yes	no data	2.50%
Alleghany	yes	no	yes	2005	yes	2005	no	0.00%	no	n/a	1.88%
Anson	yes	no	no data	no data	no data	no data	yes	no data	no	n/a	0.00%
Ashe	yes	2.00%	yes	2004	yes	2004	no	2.50%	no	n/a	7.50%
Avery	yes	no	yes	2005	yes	2005	no	no data	no	n/a	3.00%
Beaufort	yes	5.00%	yes	2005	yes	2005	no	0.00%	no	n/a	3.00%
Bertie	yes	no	yes	1996	yes	2005	no	0.00%	no	n/a	2.50%
Bladen	yes	5.00%	yes	2004	yes	2004	no	n/a	no	n/a	2.00%
Brunswick	yes	5.00%	yes	2005	yes	2005	no	no data	yes	86.00%	0.00%
Buncombe	yes	no	no data	no data	no data	no data	no	to 4.50%	yes	no data	5.00%
Burke	yes	2.00%	yes	2005	yes	2005	yes	n/a	no	n/a	2.50% ²
Cabarrus	yes	5.00%	yes	2005	yes	2005	no	0.00%	yes	75.00%	2.00%
Caldwell	yes	no	yes	2005	yes	2005	yes	5.00%	yes	0.00%	0.00%
Camden	yes	2.00%	yes	2004	yes	2004	no	5.00%	yes	99.00%	2.00%
Carteret	yes	5.00%	yes	2005	yes	2005	no	0.00%	yes	3.00%	2.50%
Caswell	yes	no	yes	1998	yes	1998	no	no data	no	n/a	2.00%
Catawba	yes	no	yes	2005	yes	2005	yes	varies	yes	60.00%	2.00%
Chatham	yes	4.50%	yes	2001	yes	2005	no	0.00%	yes	6.00%	0.00%
Cherokee	yes	no	yes	2005	yes	2005	no	no data	yes	no data	3.00%
Chowan	yes	no	yes	no data	yes	2003	no	no data	no	n/a	2.00%
Clay											
Cleveland	yes	5.00%	yes	2005	yes	2005	no	0.00%	yes	2.40%	2.00%
Columbus	yes	no	yes	2004	yes	2004	no	0.00%	no	n/a	5.00%
Craven	yes	4.00%	yes	2004	yes	2004	no	4.80%	yes	28.00%	3.00%
Cumberland	yes	1.00%	yes	1997	yes	2005	yes	0.00%	yes	0.00%	5.00% ¹
Currituck	yes	4.87%	yes	1997	yes	2002	no	2.50%	yes	2.50%	2.50%
Dare	yes	5.00%	yes	2005	yes	2005	no	5.00%	yes	25.00%	3.00%
Davidson	yes	no	yes	2004	yes	2004	no	no data	yes	no data	varied
Davie											
Duplin	no	n/a	yes	2005	yes	2005	no	0.00%	yes	no data	no data
Durham	yes	5.00%	yes	2001	yes	2001	no	2.50%	yes	no data	0.00%
Edgecombe	yes	2.00%	yes	2005	yes	2005	no	0.00%	no	n/a	2.50%
Forsyth	yes	no	yes	2004	yes	2004	yes	0.00%	yes	no data	2.50%
Franklin	yes	4.00%	yes	2005	yes	2005	no	2.5%-5.0%	yes	0.00%	\$1,000
Gaston	yes	no	no	n/a	yes	2005	yes	1.20%	yes	100.00%	1.10%
Gates	yes	0.00%	yes	1982	yes	2001	no	no data	no	n/a	no data
Graham	yes	no	no	n/a	no	n/a	no	0.00%	no	n/a	0.00%
Granville	yes	no	yes	1997	yes	2005	no	no data	yes	100.00%	2.00%
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	2005	no	0.00%	yes	99.00%	2.50%
Harnett	yes	2.00%	yes	2003	yes	2003	yes	0.00%	yes	0.00%	2.00%
Haywood	yes	5.00%	yes	no data	yes	1999	no	no data	yes	0.00%	3.00%
Henderson	yes	2.00%	yes	2005	yes	2005	no	n/a	yes	2.00%	0.00%
Hertford	yes	no	yes	1996	yes	1996	no	0.00%	no	n/a	3.00%
Hoke	yes	no	yes	2001	yes	2005	no	0.00%	yes	40.00%	10.25%
Hyde	yes	no	yes	2005	yes	2005	no	0.00%	no	n/a	3.00%
Iredell	yes	5.00%	yes	2005	yes	2005	no	4.50%	yes	0.00%	2.50%
Jackson	yes	no	yes	2003	yes	2003	no	no data	no	n/a	2.00%
Johnston	yes	5.00%	yes	2003	yes	2003	yes	5.00%	yes	0.00%	0.00%
Jones	yes	4.78%	yes	2004	yes	2005	no data	no data	no data	no data	no data
Lee	yes	5.00%	yes	2001	yes	2005	yes	0.00%	yes	0.00%	3.30%
Lenoir	yes	5.00%	yes	2005	yes	2005	no	0.00%	no	n/a	3.00%
Lincoln	yes	no	yes	1995	yes	2005	no data	no data	yes	0.00%	2.50%
McDowell	yes	no	yes	2004	yes	2004	no	0.00%	no	n/a	3.75%
Macon	yes	no	yes	2005	yes	2005	yes	no data	yes	30.00%	3.00%
Madison											
Martin	yes	no	yes	1999	yes	2005	no	no data	no	n/a	2.50%
Mecklenburg	yes	no data	yes	no data	yes	no data	yes	0.00%	yes	85.00%	0.00%
Mitchell	no	n/a	yes	2000	yes	2000	no	no data	no	n/a	no data
Montgomery	yes	5.00%	yes	2001	yes	2001	no	5.00%	no	n/a	2.50%
Moore	yes	2.60%	yes	2005	yes	2005	no	0.00%	yes	98.00%	3.30%
Nash	yes	5.00%	yes	2001	yes	2002	no	0.00%	yes	99.00%	2.50%
New Hanover	yes	no	yes	2001	yes	2005	yes	varies	yes	no data	2.00%
Northampton	yes	no	yes	2003	yes	2005	no	one step	yes	35.00%	5.00%

County	401k Plan		Classification		Pay System			Performance Appraisal System	% Employees Receiving Merit Increases	FY 2004-05 Cost of Living	
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web				Probation Increase
Onslow	yes	1.00%	yes	2005	yes	2005	no	0.00%	yes	0.00%	no data
Orange	yes	\$25 per pay period	yes	2003	yes	2004	no	0.00%	yes	0.00%	2.00%
Pamlico	yes	3.00%	yes	1994	yes	2002	no	6.00%	yes	1.00%	2.00%
Pasquotank	yes	no	yes	2005	yes	2005	no	2.50%	yes	0.00%	2.00%
Pender	yes	no	yes	2005	yes	2005	no	no data	no	n/a	3.50%
Perquimans	yes	no	yes	2004	yes	2004	no	one step	yes	41.90%	4.00%
Person	yes	5.00%	no	n/a	no	n/a	no	no data	no	n/a	3.00%
Pitt	yes	4.90%	yes	2004	yes	2004	no	2.40%	no data	no data	1.90%
Polk	yes	no	yes	2004	yes	2004	no	5.00%	yes	no data	2.50%
Randolph	yes	no	yes	2005	yes	2005	yes	5.00%	yes	14.20%	2.50%
Richmond	yes	4.00%	yes	2005	yes	2005	no	no data	no	n/a	2.00%
Robeson	yes	4.00%	yes	no data	yes	2004	no	n/a	no data	n/a	2.00%
Rockingham	yes	no	yes	2005	yes	2005	no	0.00%	yes	75.00%	0.00%
Rowan	yes	3.00%	yes	2005	yes	2005	yes	2.00%	yes	0.00%	2.00%
Rutherford	yes	4.00%	yes	2004	yes	2005	no	0.00%	yes	0.00%	1.90%
Sampson	yes	2.53%	yes	2004	yes	2005	no	5.00%	yes	0.00%	2.00%
Scotland	yes	3.75%	yes	2005	yes	2005	no	2.50%	yes	0.00%	0.00%
Stanly	yes	no	yes	2005	yes	2005	yes	5.00%	yes	varied	3.30%
Stokes	yes	1.00%	yes	2000	yes	2000	no	2.00%	no	n/a	3.00%
Surry	yes	no	yes	2005	yes	2005	no	no data	yes	30.00%	2.50%
Swain	yes	no	yes	2005	yes	2005	no	5.00%	yes	no data	2.00%
Transylvania	yes	no	yes	1997	yes	1997	no	0.00%	yes	99.00%	3.50%
Tyrrell	yes	no	no	n/a	no	n/a	no	no data	no	n/a	5.00%
Union	yes	5.00%	yes	2004	yes	2005	yes	no data	yes	no data	4.00%
Vance	yes	no	yes	1994	yes	2005	no	no data	yes	97.00%	0.00%
Wake	yes	5.00%	yes	2004	yes	2004	yes	0.00%	yes	no data	no data
Warren	yes	no	yes	2005	yes	2005	no	0.00%	yes	0.00%	2.00%
Washington	yes	3.00%	yes	1998	yes	2001	no	no data	no	n/a	2.00%
Watauga	yes	5.00%	yes	2004	yes	2004	no	0.00%	yes	2.00%	3.00%
Wayne	yes	1.00%	yes	2003	yes	2003	yes	no data	yes	2.50%	0.00%
Wilkes	yes	no	yes	2005	yes	2005	no	no data	no	n/a	2.30%
Wilson	yes	no	yes	1996	yes	1996	no	0.00%	no	n/a	3.00%
Yadkin	yes	5.00%	yes	2005	yes	2005	no data	0.00%	no	n/a	2.50%
Yancey											

1. \$1,000 minimum

2. 2.5% COLA plus \$1,000 for all employees as of July 1, 2005.