

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 2006–2007 fiscal year. For the first time in this report, emergency telecommunications data is presented in a new table—Table XVII—separate from law enforcement listings. 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 2006 and assessed property valuations for each county for fiscal year 2006–2007 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).

Twenty-one counties awarded performance pay increases for 2006–2007. The percentage of employees who received performance increases ranged from a low of 4.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 69.6 percent (up from 49.6 percent the previous year) for those counties providing any such increase.

Sixty-seven counties (down from seventy-five the previous year) reported awarding their employees an across-the-board cost of living adjustment (COLA). The COLAs ranged from a low of 1.0 percent to a high of 7.6 percent. The average COLA was 3.2 percent (up from 2.9 percent last year). Fifteen counties reported awarding their employees both a COLA and a performance pay increase.

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