

**TABLE XXXIX. 401k PLAN, POSITION CLASSIFICATION, AND PAY SYSTEM**

January 2007

County	401k Plan		Classification		Pay System			Performance Appraisal System	% Employees Receiving Merit Increases	FY 2005-06 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	5.00%
Alexander	yes	5.00%	yes	2003	yes	2003	yes	2.50%	yes	0.00%	2.50%
Alleghany	yes	0.00%	yes	2006	yes	2006	no	no data	no	n/a	2.00%
Anson	yes	2.00%	yes	no data	yes	no data	yes	no data	no	n/a	3.00%
Ashe	yes	2.00%	yes	2004	yes	2004	no	0.00%	no	n/a	5.00%
Avery	yes	3.00%	yes	2006	yes	2006	no	no data	no	n/a	3.00%
Beaufort	yes	5.00%	yes	2006	yes	2006	no	0.00%	no	n/a	5.00%
Bertie	yes	0.00%	yes	1996	yes	2005	no	0.00%	no	n/a	3.00%
Bladen	yes	5.00%	yes	2004	yes	2004	no	n/a	no	n/a	2.00%
Brunswick	yes	5.00%	yes	2004	yes	2006	no	no data	yes	93.00%	no data
Buncombe	yes	8.00%	yes	no data	yes	no data	no	0.00% to 4.50%	no data	no data	no data
Burke	yes	2.00%	yes	2005	yes	2005	yes	n/a	no	n/a	2.50%
Cabarrus	yes	5.00%	yes	2005	yes	2005	no	no data	yes	no data	2.00%
Caldwell	yes	0.00%	yes	2006	yes	2006	yes	5.00%	yes	75.00%	no data
Camden	yes	5.00%	yes	2006	yes	2006	no	5.00%	yes	100.00%	4.00%
Carteret	yes	0.00%	yes	2005	yes	2006	no	0.00%	yes	60.00%	0.00%
Caswell	yes	0.00%	yes	1998	yes	1998	no	3.00% to 4.00%	yes	0.00%	1.00%
Catawba	yes	5.00%	yes	2006	yes	2006	yes	no data	yes	75.00%	1.00%
Chatham	yes	4.50%	yes	2001	yes	2005	no	0.00%	yes	no data	0.00%
Cherokee	yes	0.00%	yes	2006	yes	2006	no	no data	yes	0.00%	3.00%
Chowan	yes	0.00%	yes	no data	yes	2003	no	no data	no	n/a	2.00%
Clay	yes	0.00%	no data	no data	no data	no data	no	no data	no	n/a	4.00%
Cleveland	yes	5.00%	yes	2006	yes	2006	no	0.00%	yes	no data	2.00%
Columbus	yes	2.00%	yes	2004	yes	2006	no	no data	no	n/a	3.00%
Craven	yes	4.00%	yes	2004	yes	2004	no	4.80%	yes	28.00%	4.00%
Cumberland	yes	1.00%	yes	2006	yes	2006	yes	n/a	yes	n/a	3.50% <sup>1</sup>
Currituck	yes	4.88%	yes	2006	yes	2006	no	2.50%	no	n/a	\$1,500 each
Dare	yes	0.00%	yes	2005	yes	2005	no	5.00%	yes	25.00%	4.00%
Davidson	yes	1.00%	yes	2004	yes	2004	no	no data	no	n/a	3.00%
Davie											
Duplin	no data	no data	no data	no data	no data	no data	no data	no data	no data	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	2006	yes	2006	no	no data	no	n/a	3.00%
Forsyth	yes	0.00%	yes	2004	yes	2004	yes	no data	yes	no data	0.00%
Franklin	yes	4.00%	yes	2003	yes	2006	no	2.5% to 5.0%	yes	0.00%	\$1,000 each
Gaston											
Gates	yes	0.00%	yes	1982	yes	2001	no	no data	no	n/a	2.00%
Graham	yes	0.00%	no	n/a	yes	no data	no	no data	no	n/a	no data
Granville	yes	0.00%	yes	1997	yes	2005	no	2.50%	yes	no data	2.00%
Greene	yes	0.00%	yes	1995	yes	1995	no	no data	no	n/a	2.00%
Guilford	yes	5.00%	yes	no data	yes	no data	no	no data	yes	no data	no data
Halifax	yes	5.00%	yes	on going	yes	2005	no	0.00%	yes	100.00%	2.00%
Harnett	yes	2.00%	yes	2006	yes	2066	yes	0.00%	yes	0.00%	2.00%
Haywood	yes	5.00%	yes	no data	yes	1999	no	no data	yes	95.00%	4.00%
Henderson	yes	2.00%	yes	2006	yes	2006	no	n/a	yes	0.00%	2.00%
Hertford	yes	0.00%	yes	1996	yes	1996	no	0.00%	no	n/a	2.00%
Hoke	yes	0.00%	yes	2005	yes	2006	no	0.00%	yes	0.00%	5.5% + \$750 each
Hyde	yes	0.00%	yes	2006	yes	2006	no	no data	no	n/a	no data
Iredell	yes	5.00%	yes	2005	yes	2005	no	4.50%	yes	no data	2.50%
Jackson	no data	no data	no data	no data	no data	no data	no	no data	no data	no data	no data
Johnston	yes	5.00%	yes	2006	yes	2006	no	5.00%	yes	87.00%	2.90%
Jones	yes	0.00%	yes	2006	yes	2006	no	no data	no	no data	no data
Lee	yes	5.00%	yes	2001	yes	2006	yes	0.00%	yes	0.00%	3.70%
Lenoir	yes	5.00%	yes	2006	yes	2006	no	0.00%	no	n/a	2.50%
Lincoln	yes	5.00%	yes	1995	yes	2005	no	2.50%	no	no data	5.00%
McDowell	yes	\$31.05/mo	yes	2006	yes	2006	no	0.00%	no	n/a	5.00%
Macon	no	n/a	yes	2006	yes	2006	yes	no data	yes	no data	4.00%
Madison											
Martin	yes	1.00%	yes	1999	yes	2006	no	0.00%	no	n/a	2.50%
Mecklenburg	yes	5.00%	yes	no data	yes	no data	yes	n/a	yes	85.00%	n/a
Mitchell	yes	0.00%	yes	2000	yes	2000	no	no data	no	n/a	0.00%
Montgomery	yes	5.00%	yes	2001	yes	2001	no	5.00%	no	n/a	4.00%
Moore	yes	2.60%	yes	2006	yes	2006	no	0.00%	yes	95.00%	3.80%
Nash	yes	5.00%	yes	2001	yes	2002	no	n/a	yes	99.00%	no data
New Hanover	yes	0.00%	yes	2001	yes	2005	no data	no data	no data	no data	no data
Northampton	yes	0.00%	yes	2003	yes	2006	no	one step	yes	60.00%	0.00%

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Onslow	yes	1.00%	yes	2005	yes	2006	no	n/a	no	n/a	3.00%
Orange	yes	5.00%	yes	2003	yes	2006	no	0.00%	yes	4.00%	4.00%
Pamlico											
Pasquotank	yes	1.00%	yes	2005	yes	2005	no	2.00%	yes	no data	2.00%
Pender	yes	0.00%	yes	2006	yes	2006	yes	n/a	no	n/a	5.00%
Perquimans	yes	1.50%	yes	2004	yes	2004	no	one step	yes	30.77%	3.50%
Person	yes	5.00%	yes	2006	yes	2006	no	1% to 5%	no	n/a	no data
Pitt	yes	4.90%	yes	2000	yes	2000	no	2.40%	yes	no data	4.00%
Polk	yes	0.00%	yes	2004	yes	2004	no	5.00%	yes	no data	2.50%
Randolph	yes	0.00%	yes	2006	yes	2006	yes	5.00%	yes	10.00%	6.25%
Richmond	yes	6.00%	yes	2006	yes	2006	no	no data	yes	no data	2.00%
Robeson	yes	4.00%	yes	no data	yes	2004	no data	no data	no data	no data	no data
Rockingham	yes	0.00%	yes	no data	yes	no data	no	0.00%	yes	85.00%	0.00%
Rowan	yes	3.00%	yes	2006	yes	2006	yes	2.00%	yes	0.00%	3.40%
Rutherford	yes	4.00%	yes	2004	yes	2005	no	0.00%	yes	0.00%	1.90%
Sampson	yes	2.53%	yes	2004	yes	2006	no	5.00%	yes	0.00%	2.00% <sup>1</sup>
Scotland	yes	3.75%	yes	2004	yes	2004	no	2.50%	yes	0.00%	0.00%
Stanly	yes	0.00%	yes	1998	yes	2006	yes	5.00%	yes	85.00%	3.00%
Stokes	yes	1.00%	yes	2001	yes	2001	no	2.00%	no	n/a	2.00%
Surry	yes	0.00%	yes	2006	yes	2006	no	2.50% to 5.00%	yes	30.00%	3.00%
Swain	yes	0.00%	yes	2006	yes	2006	no	5.00%	yes	no data	3.00%
Transylvania	yes	0.00%	yes	1998	yes	1998	no	0.00%	yes	100.00%	3.50%
Tyrrell	yes	0.00%	no	n/a	no	n/a	no	no data	no	n/a	no data
Union	yes	5.00%	yes	2006	yes	2006	yes	no data	yes	no data	5.00%
Vance	yes	0.00%	yes	1994	yes	2006	no	no data	yes	100.00%	no data
Wake	yes	5.00%	yes	2004	yes	2004	yes	n/a	yes	no data	no data
Warren											
Washington	yes	3.00%	yes	1998	yes	2001	no	no data	no	n/a	2.50%
Watauga	yes	0.00%	yes	2004	yes	2004	no	0.00%	yes	95.00%	4.00%
Wayne											
Wilkes	yes	0.00%	yes	2006	yes	2006	no	no data	no	n/a	4.60%
Wilson	yes	2.50%	yes	1996	yes	1996	no	no data	yes	0.00%	2.00%
Yadkin	yes	5.00%	yes	2006	yes	2006	no data	0.00%	no	n/a	no data
Yancey											

1. \$1,000 minimum