

Introduction

Since 1950 the Institute of Government and, later, the School of Government have 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 116 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 2007–2008 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 2007 and assessed property valuations for each county for fiscal year 2007–2008 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-eight counties awarded performance pay increases for 2007–2008. The percentage of employees who received performance increases ranged from a low of 3.0 percent to a high of 100 percent of employees in the counties reporting a performance pay increase. The average was 72.0 percent (up from 69.6 percent the previous year) for those counties providing any such increase.

Seventy-two counties (up from sixty-seven 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 6.0 percent. The average COLA was 2.9 percent (down from 3.2 percent last year). Twenty-two counties reported awarding their employees both a COLA and a performance pay increase.

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